

REPORT
OF THE
COMMITTEE APPOINTED TO ADVISE GOVERNMENT
ON THE
REVISION OF PAY OF PERMANENT MINISTERIAL
OFFICERS AND MENIALS
IN
BENGAL.
VOL. II.

NOTE OF DISSENT
BY
RAI MAHENDRA CHANDRA MITRA BAHADUR, M.A., B.L., M.L.C.



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NOTE OF DISSENT.

I regret very much that I have to differ from my colleagues and submit a separate report. I have taken this step after deep and anxious consideration. I feel that I should be failing in my duty and doing very grave injustice to the services concerned if I agreed with them in their recommendations, which, I am strongly convinced, will not meet the situation arising out of the very great increase in the cost of living.

2. My greatest difficulty has been this : The financial position of the Government of Bengal is far from prosperous and the revision of the pay of the Ministerial Service has been taken up in a most unfortunate moment after most of the other services have been reorganized and the budget shows a deficit of over two crores of rupees. I have taken some part in pressing upon Government the necessity of curtailing expenditure in all directions, to provide money for various urgent reforms, and my only justification for recommending a large expenditure for the increase of the pay of the Ministerial and Menial Services is that they are the lowest paid servants of Government and have been the most hard hit by the rise in prices.

3. The Ministerial Service is composed of men drawn from the middle class, which morally, educationally and intellectually forms the most important part of society. In themselves they are the largest body of Government servants, and, unless they are given a proper remuneration and are provided with sufficient means to feed and clothe their families, to educate their boys, to train up their girls properly, it will mean the greatest possible injury to society, the potentiality of which no responsible man can ignore. I thoroughly realize that Government is not bound to pay anybody more than he is worth, but my strong conviction is that Ministerial officers are as a whole overworked and underpaid. I am myself a man of the middle class and I live and move among them. In my various private and public capacities I have come into frequent and close contact with them and the nature of their work, and I feel no hesitation in making the assertion that they deserve better remuneration than they receive. At the same time, our duties being confined to the economic side of the question only, we are precluded from making any suggestion in the nature of a reorganization. But Government having appointed us to advise them as to the extent of relief necessary on economic grounds, our duty was to put up the case properly to them, leaving them to decide how far they are prepared to go.

4. In view of the financial condition, however, I have felt bound to recommend a lower percentage of increase than the figures of cost demand. I should, however, urge that, as soon as a favourable moment arrives, the subject should be taken up more thoroughly than we have been able to do under the terms of our reference and in view of the financial stringency.

5. The constitution of the committee consisting of two official and one non-official members unfortunately placed me in the position of a minority from the very beginning, and I have therefore taken the greatest care to ascertain the views of numerous individuals whose opinion was likely to be useful. I can confidently claim to possess a greater knowledge of the domestic economy of the middle class Indian family than either of my colleagues, and I sincerely trust that my dissenting note will be treated not as the view of a minority, but as representing the non-official Indian opinion.

6. The increased cost involved in the recommendations of my colleagues is about Rs. 41½ lakhs per annum and that in my recommendations about Rs. 60½ lakhs. The actual cost, however, will, as I will show later on, be considerably less than this sum. Should anyone feel inclined to question the necessity of this large expenditure, I should point out that the number concerned in our proposals is over 10,000 officers and 21,000 men.

The expenditure is therefore by no means large in comparison with the amount sanctioned for other services. For instance, the revision of

the Subordinate Police Force alone consisting of about 2,200 officers and 22,000 men has cost Government about 30 lakhs of rupees.

7. In the following report, in the first part, I have given my reasons for differing from my colleagues, in the second part I have submitted my own proposals, in the third part I have discussed the financial effect of my proposals, while, in the fourth part I have dealt with individual offices. The detailed recommendation regarding each appointment will be found in the statements appended to the report.

PART I.

Reasons for differing from my colleagues.

In this section I am dealing *seriatim* with each of the paragraphs under the head "General Recommendations" of the majority report.

1. **The terms of reference to the Committee.**—I have nothing to say in regard to the statement of facts made by my colleagues, but I cannot agree with them on the decisions arrived at on all points. The reasonings are in some cases erroneous and in others far-fetched. I mention some of them :

(a) It is not a fact that the establishments of which the pay has been revised have been excluded by Government from the *ad interim* allowances recently sanctioned ; only those establishments of which the pay was revised on economic considerations were excluded from this benefit. I think it necessary to mention this point, because, as I will show in my detailed note regarding individual offices, certain establishments or appointments which, though recently reorganized, have been allowed the benefit of the allowance by Government, because they recognized that the revision was not based on economic but on administrative grounds. Yet my colleagues have ignored the decision of Government and have allowed no increase in their present recommendations in respect of several such appointments, for instance, the Head Assistant, Inspector-General of Police office, and Personal Assistant and Head Assistant of the Director of Surveys office. In some cases only a partial increase has been recommended, as in the case of the Head Assistant, Board of Revenue.

(b) Although my colleagues state that they have avoided questions of organization and recruitment or the conditions of any service, they have, in fact, in several cases gone into such questions and have based their recommendations on enquiries which were not included in the scope of our reference, and have thus not been as thorough as they otherwise would have been. I may mention the case of the typists and stenographers.

(c) I cannot agree that the evidence given by the clerks has been valueless in all cases. Their attempt to base their demand on the increase of the family budget is certainly supported by good precedents. The Public Services Commission in dealing with the Imperial and Provincial Services distinctly laid it down that the theory of supply and demand should not be applied to appointments in India.

Secondly, the United Provinces Government in dealing recently with the pay of their subordinate establishments laid it down as one of the principles that "Every subordinate Government servant should receive once and for all a salary sufficient, even with prices at present level, to enable him to live in decency and comfort and sufficient to put him beyond the pressure of debt or actual want—troubles to which too many are at present subject."

Thirdly, the Eastern Bengal and Assam Ministerial Officers' Salaries Committee of 1908, consisting of Messrs. Teunon and Monahan, in page 7 of their report, dealt with the question of the cost of living, and in paragraph 30, on page 10, observed : "First and foremost it is clearly essential that to every clerk who is employed in any capacity a living wage should be assured."

Fourthly, Mr. McAlpin himself, in his report of 1910 on Secretariat Reorganization, based his recommendation regarding the rate of pay upon figures of minimum living wage and comfortable living wage.

It is the first time, therefore, that a responsible Committee is going to lay down a strange principle that Government is not bound to pay in all cases the whole of the increase in the cost of living. They are whole-time servants of Government, and, unless it is our intention to encourage them to supplement their income by questionable means, we are bound to give them sufficient wages which, as the United Provinces Government observed, "would enable them to live in decency and comfort."

2. Increase in the cost of living.—I entirely disagree with the views of my colleagues on the subject.

As I have stated above, in considering this question the cost of living must be the main, if not the only, consideration, and an accurate idea of such cost cannot, I hold, be obtained by the methods followed by my colleagues. In the first place, statistics are no doubt valuable as far as they go, but absolute reliance on them without applying a broad outlook to the question must lead to mistakes. For instance, whether you take the weighted or unweighted increase as your standard, you must first find out how far each of the articles in the list supplied by the Statistical Department constitutes in actual experience a necessity of life. Because the price of medicine has increased, say by 100 per cent., and the cost of coal by 100 per cent., and the price of rice by 50 per cent., you cannot strike an average and say that the cost of living has increased by 83 per cent. You must find out what proportion the cost of coal or medicine or rice bears to the total cost of living, and, unless you prepare a family budget and go into these details, statistics become entirely misleading.

Again, the comparison with jail figures is, as my colleagues admit, bound to be an under-estimate, first, because in a jail a very large body of men live together, which is not the case in a family; secondly, because in jails several of the items of living have undergone either comparatively little or no increase. In adopting jail figures the important point to be borne in mind is that they do not include the increased cost of labour and the middleman's profiteering. Paddy, pulses, mustard seed, yarn, etc., are purchased wholesale and prepared for final consumption by jail labour itself, and, while the cost of labour and rates of profit have increased in the outside world, they have not affected jails. We know that these are two substantial factors in making up the prices of articles. Again, in jails articles are purchased wholesale, and there is a considerable difference between the increase of wholesale and retail prices. A comparison with jail figures is fallacious in several other ways. For instance, they do not show increases under the heads house-rent, vegetables, doctors' fees, educational charges, etc.

Similarly, I am not prepared to accept hostel figures as an absolute basis of comparison, for the very good reason that, as every parent knows, the fixed monthly remittance is supplemented very frequently by the supply of several articles or cash. Moreover, the figures for particular hostels referred to by my colleagues and quoted in Appendices IV and V do not give a fair idea of the increase. For instance, the first item in Appendix IV, viz., the Wann Hostel, is a missionary hostel, where accommodation is supplied at a concession rate and there is thus no increase in house-rent. The second item, the Krishnagar Hostel, the estimate from which is regarded by my colleagues as most complete, does not include warm clothing and several other items, and here also the house-rent is cheaper than it is elsewhere. The greatest defect in figures for students' hostels is that there are regular vacations and the charges realized for these periods go a considerable way towards making up the deficit in the other periods, and, besides, there are always a number of casual absentees, who do not consume food, but nevertheless contribute their share of the common cost.

On the whole, therefore, I am of opinion that my colleagues' estimate of an increase of 60 per cent. has been based on unsound data, and I strongly hold that this rate should be put at 100 per cent. I shall give my reasons for

this estimate in the next section of my note. One point, however, I should like to mention here and that is the supposed theory that there are indications of a world fall in prices. My colleagues contend that the recent prices of food-grains have been influenced by the abnormally bad harvest of the year 1918-19. By food-grains no doubt rice is principally meant. The price of an article of world-wide consumption like rice is determined by so many factors that it would, in my opinion, be incorrect to base any conclusion on the nature of the harvest alone. The price depends also on the nature of the harvest in the neighbouring provinces and the outside world, the amount of stock available from the previous year and on the export policy of Government. As my colleagues lay emphasis on the bad harvest of 1918-19 and expect a fall of prices now, I give below the figures, showing that, in spite of the good harvests of 1919-20 and 1920-21, prices have not only not decreased, but have in fact increased :—

The Calcutta Gazette, dated the 29th January 1919.

				From	To
				Rs A.	Rs. A.
January 1919—					
Balam	6 10	7 0
Patnai	6 0	6 9
Nagra	6 1	6 9

The Calcutta Gazette, dated the 28th January 1920.

January 1920—					
Balam	9 8	10 0
Patnai	8 10	8 15
Nagra	8 11	9 0

The Calcutta Gazette, dated the 26th January 1921.

January 1921—					
Balam	8 0	8 6
Patnai	8 4	8 12
Nagra	8 12	9 6

Similarly, with regard to clothing, which I notice my colleagues consider an item of comparatively small importance in the domestic economy, there is practically no tendency towards decrease, and any fall that took place a few months ago has been counteracted by further rise recently, while the imposition of extra duties on imported clothing is bound to result in further increase. Similarly, again, there is not the least tendency or any possibility of the reduction of house-rent. The tendency rather is towards a further rise.

If, therefore, the prices of foodstuffs or clothing have not come down or are not likely to come down in the near future, and house-rent continues to rise, we are not justified in taking an optimistic view of the situation, because certain of the minor articles of consumption have undergone some reduction in prices. The growing increase in the prices of coal, kerosine oil, fish, vegetables, milk, etc., which are some of the prime necessities of life and exhaust a very substantial portion of a clerk's income, cannot be lightly ignored.

To what extent statistics or generalizations may be misleading may be shown by the following instance. In Appendix VI is given the statistics of the increase of house-rents in Calcutta since 1905-1918 supplied by the Statistical Department. Most of the figures are useless for our purpose, as they relate to commercial or highly expensive European quarters. The

following six figures, however, which relate to Indian quarters, show the increase as below :—

			1910.	1918.	
			Rs.	Rs.	
Zariff's Lane	30	30	
Ditto	47	55	
Beadon Street	55	60	
Shib Narayan Das Lane	45	50	
Ditto	72	90	
Sukea's Street	68	75	
Total	317	360	increase 14 per cent.

I do not know on what principle these figures* have been collected, and they may be correct in respect of one or two exceptional cases. But as on these figures my colleagues have come to the conclusion that house-rent increased in 1918 by only 10 per cent. over the rate in 1910, and that the further increase since 1918 would not affect this conclusion, all that I can do is to quote the following extract from the speech of the Hon'ble the General and Municipal Member of Government in the Bengal Legislative Council in connection with the Calcutta Rent Bill (*vide The Calcutta Gazette*, dated the 31st March 1920):

"I may be permitted to cite some cases which have come to the notice of Government and which show how inordinate are the enhancements which have been made. In one case rent was enhanced by 17 per cent. in 1918, by 83 per cent. in 1919, and yet again by 50 per cent. in 1920. In another case there was an increase of 10 per cent. in 1919, followed by 160 per cent. in 1920. In a third an enhancement of 20 per cent. was followed by one of 140 per cent. In a fourth the rent was enhanced by 15 per cent. in 1918, by 16 per cent. in 1919 and by 144 per cent. in 1920. In another case the enhancement amounted to 30 per cent. in 1918 and to only one per cent. in 1919, but this was made up for by an enhancement of 146 per cent in 1920. Another bad case was one in which there was an increase of 40, 8 and 84 per cent. in the three years.

To leave percentages and come to actual figures, I may quote some cases to show the difference between rents in 1917 and 1920. Firstly, I may mention small premises with a rental of less than Rs. 50 a month; in two cases a rent of Rs. 16 has risen to Rs. 32-4 and Rs. 40, respectively. A rent of Rs. 22 has risen to Rs. 56, of Rs. 27 to Rs. 60, of Rs. 35 to Rs. 82, and in two cases of Rs. 36 to Rs. 80 and Rs. 82.

In the case of more highly rented houses, the rent of one house has risen from Rs. 52 to Rs. 150 per mensem. In another case it has gone up from Rs. 53 to Rs. 100, and in a third case from Rs. 70 to Rs. 225

Again, in the case of houses at a rental of more than Rs 100, the following enhancements are typical :—

From Rs. 155 to Rs. 350

" " 220 " " 400

" " 260 Rs. 290, and Rs. 300 to Rs. 600 in all three cases.

In yet another case where a rent of Rs. 350 was paid under three years' lease, a rent of Rs. 375 was demanded and agreed to last year; the rent has now been put up to Rs. 1,000. The rent of a shop which used to be Rs. 750 was suddenly raised to Rs. 2,750. * * *

The exorbitant demands of such landlords apply not merely to any single class of houses, whether large or small, but both to large premises and small ones, and to shops and offices as well as to residential buildings; and the rise is not confined to any particular part of Calcutta, but, as far as we can ascertain, it is general.

For instance, in Lower Circular Road the rent of three rooms has been raised from Rs 100 to Rs. 175; in Elliot Road the rent of a house with seven rooms has been increased from Rs. 220 to Rs. 400; in Zakaria Street the rent of one room was Rs. 18, it is now Rs. 35; in Boloram De Street Rs. 80 was

demanded for a house let for Rs. 40 in the year 1916, and the rents of many flats south of Park Street have been raised from Rs. 200 or thereabouts to Rs. 400."

Does the above statement made on behalf of Government support the assertion of my colleagues that house-rent in Calcutta has increased only 10 per cent. since 1910?

3. **Revision of pay in Commercial firms.**—This again is a misleading comparison. In the first place, in determining the rate of admissible increase in the pay of clerks, it was unnecessary to seek comparison with commercial firms. Government themselves have recently revised the whole of their superior services and some of their subordinate services too, and the rates fixed for these services would give a fair data for comparison for appointments with the corresponding rates of pay in the clerical services. But as this gives a very inconvenient figure, this method of comparison has been avoided by my colleagues. To seek guidance from commercial firms to determine the rate of wages to be given by the employer to the employé appears to me to be a strange idea, and in matters like these Government should rather lead capitalists than follow them. Next, commercial firms can very easily readjust their rates according to every change in circumstances, whereas we all know that Government is very slow to move. It is within my personal knowledge that soon after the outbreak of war, when prices began to go up, commercial firms met the growing difficulty of their clerical establishments not only by increasing the rates of pay, but also by giving them additional bonuses, and in certain cases supplying them articles at cost prices and in several other ways and if the commercial firms feel again convinced that further increase of wages is necessary, they may no doubt sanction this in proper time. On the other hand, during the entire period of the war, when the clerical establishments under Government were suffering from extreme pecuniary distress, Government could not make up their mind for a long time. Lastly, has the rate of increase granted by the commercial firms secured the contentment of their clerical service, on which depends the efficiency of work? The reply is an emphatic "No." I strongly hope that the commercial firms will ere long concede further increases, while the rate once fixed by Government is bound to remain stationary for a number of years.

4. **Principle of graduation.**—My colleagues propose to allow the following percentages of increase :—

				Per cent.
Appointments	up to Rs. 50	60
"	between Rs. 55 and Rs. 75	45
"	" " 80 " " 100	40
"	" " 105 " " 150	30
"	" " 160 " " 190	24
"	on " 200 and over	20

The increase, my colleagues say, has been graduated on the principle that those who have a margin of comfort should receive a smaller proportionate increase than those on the margin of subsistence. I admit that men on the lowest rates of pay have been hit harder by the increase of prices than men higher up in the scale, but at the same time I cannot persuade myself to believe that the clerical service has ever been so liberally paid that as much as 40 per cent. out of a total increase of 60 per cent. can be set apart as the margin of comfort. In the instructions we received from Government (*vide* Government of Bengal, Financial Department, Resolution No. 2934T.—F., dated the 2nd November 1920) there was no indication that the relative scale of comfort, hitherto conceded by Government to different appointments in consideration of the nature and responsibility of work and the standard of qualification laid down for the incumbents, should now be curtailed so severely. This socialistic policy, tending towards a universal levelling-up of wages, can be justified on one ground only, *viz.*, the inability of Government to pay its servants at the rates at which they have hitherto been paid. But, in that case, the principle ought, in all equity, to be applied to all higher paid appointments, and not to the clerical service alone.

In view of the present financial outlook, however, I confess it is impossible for a responsible committee to recommend anything but the

barest necessity, but I should frankly put this down as due to the desirability of reducing the cost of the present revision, and not because the clerks are in such a comfortable position that they can surrender two-thirds of the increase of the cost of living as unnecessary luxury.

My next point of difference with my colleagues is that the rate of increase suggested by them makes no differentiation between Calcutta and the mofussil. Although prices have gone up everywhere, the rate of increase is higher in Calcutta than in the mofussil, especially in respect of house-rent. Moreover, owing to the increase of house-rent and the operations of the Calcutta Improvement Trust, Calcutta clerks have been driven to seek cheaper accommodation at a distance from the office quarters, and this means a recurring charge for tram hire. Further, the prices of several of the articles of foodstuff, especially fish, vegetables, milk, etc., have increased at a higher rate in Calcutta, and the increase in the mofussil cannot bear any comparison with that in Calcutta, and in my opinion proper consideration should have been given to this fact. In paragraph 7 my colleagues state that they have done so. I will deal further with this point in my note on that paragraph.

My greatest objection, however, to adopting this scale of increase is that the United Provinces standard cannot be a correct guide for Bengal. Bengal is on the path to great social and economic changes. Improvements in the standard of living, education, particularly the education of girls, the disorganization of the joint-family system are factors in the problem which no responsible body can lightly ignore, and they all lead to extra cost. If any comparison with other provinces was at all necessary, it should have been made with a more progressive province like Bombay.

Even turning to the United Provinces, I find that the rate of increase there given is not exactly as shown by my colleagues. For instance, in the Agra offices I find that Rs. 20 has been raised to Rs. 40, Rs. 40 to Rs. 70 and Rs. 50 to Rs. 80. These give much higher percentages than shown by my colleagues.

I note that, in regard to the posts below Rs. 25, my colleagues are not prepared to adopt even the United Provinces standard of increase, because they assume that the pay of certain posts there was previously exceptionally low. I venture to suggest that no value should be attached to assumptions of such a nature. In the case of our own province, the scope and nature of our enquiries have precluded us from examining the adequacy or otherwise of pre-war rates of pay, and we have, for the purpose of our work, assumed that these rates were sufficient. We have, therefore, no justification whatsoever for assuming that the rate in another province was exceptionally low, and for basing our conclusions on such assumption.

5. **Minimum Wage.**—I agree with my colleagues, although with certain reservations, that the rate of wage must depend on the standard of living, the class of work, qualifications and market rates. But, unfortunately, we have not gone into these questions at all. My colleagues have held that these are outside the scope of our reference, and that our duty is only to find out the percentage of increase necessary solely on economic grounds. Having accepted this procedure, the safest course for us would be to find out what are the necessities of living on which the previous committees based their estimate of wages, and to convert the prices of those necessities into modern rates. Before doing this, however, I will examine some of the points taken up by my colleagues.

It is not a fact that just before the war Rs. 30 was generally regarded as the minimum wage for a district office, as my colleagues state. On the other hand, this rate was recommended as long ago as 1885 by the Ministerial Officers Committee of that year. Speaking on this subject, the Eastern Bengal and Assam Ministerial Officers Committee of 1908 stated :

"The decision of the question whether on the whole the pay is adequate, therefore, depends to a considerable degree on the answer to the question whether a pay of less than Rs. 30 is such as will enable a man of the Amla class to live in ordinary comfort and meet the reasonable expenses of men of the same class. To this question we have sought an answer from many sources, and the replies we have received lead us to the conclusion that there is no room for doubt that Rs. 30 a month is the *lowest sum which can be held*

to be a living wage for men of the Amla class, even at the beginning of their services. The facts and figures given in Chapter X of the report of the Salaries Commission show that even in 1885 Rs. 30 a month was as little as a man of the Amla class could live on with comfort. In the twenty years which have passed since that report was drafted, the cost of living has undoubtedly increased, and it is only on the most parsimonious scale that Rs. 30 will now suffice even for a man with a very small family."

The question was afterwards discussed in the Commissioners' Conference of 1908, in which one of the members of the Salaries Committee confessed that they could not recommend a higher rate than Rs. 30, because they had been bound by financial considerations. In the conference it was strongly urged by responsible officers that the rate should be raised to Rs. 50, but at last the following compromise was adopted :—

"While the Conference is of opinion that a higher minimum pay than Rs. 30 is desirable, it accepts the recommendation of the Committee that the minimum pay should be for the present Rs. 30, representing, as this does, a substantial advance on the present minimum."

It will thus be seen that Rs. 30 was considered a suitable rate by the Committee of 1885, a parsimonious rate by the Committee of 1908 and an inadequate rate by the Commissioners' Conference of 1908. During the period of five years intervening between 1909 and the commencement of the war the general cost of living increased by over 10 per cent. (*vide* page 30 of Mr. K. L. Datta's Report on Prices), and therefore the rate of Rs. 30 was still more inadequate when the war began.

In the face of these facts, is the assertion made in the majority report that "just before the war Rs. 30 was generally regarded as the minimum wage of a ministerial officer" in district offices tenable?

From the enquiries I have made it appears that nearly two-thirds of the men on the lowest pay in district offices act in the higher grade, that is, they get a pay of Rs. 35 *plus* the *ad interim* allowance of Rs. 10-8 or Rs. 45-8. Thus, when we deal with a man on Rs. 30, we are in a majority of cases dealing with one on Rs. 45-8, and not with one on Rs. 39, as held by my colleagues.

The present minimum in the Eastern Bengal districts is Rs. 30 and in the Western Bengal districts Rs. 25. My colleagues suggest that these figures should now be raised to the uniform rate of Rs. 40. Even leaving the acting allowance, this gives an increase of 60 per cent. to the men of the Western Bengal districts, but only 33 per cent. to the men of the Eastern Bengal districts, or, in other words, three out of five divisions are deprived of the full benefit of the increase conceded by my colleagues. If I succeed in establishing that the cost of living has increased by 100 per cent., the Western Bengal rate should be Rs. 50 and the Eastern Bengal rate Rs. 60, or an average rate of Rs. 55. But, as I will suggest later, I will not go beyond Rs. 50.

As my colleagues have quoted the Postal and Assam rates in support of their proposed scale for the Lower Division in district offices, it is necessary to state the full scale for these two :—

Postal, for Calcutta	...	Rs. 45—45—50—3—64—4—5—140.
		{ 1st class head offices and town offices
for Mofussil	...	{ Rs. 40—40—45—3—54—4—130.
		{ 2nd class head offices and town and sub-
		{ offices Rs. 35—35—40—3—64—4—120.
Assam	...	Rs. 40— $\frac{1}{2}$ —60—4—100.

It will thus be seen that both these rates are far superior to the proposed rate for district offices, *viz.*, Rs. 35—35—40—2—68— $\frac{1}{2}$ —80. I do not deny that Postal clerks are very hard-worked, but so too are the district office clerks, and the nature of the duties is more complicated in the latter case. Again, in Assam, the laws and regulations are not as varied as in Bengal, and the standard of living is very much different, while the cost of living is considerably less. Therefore, apart from economic considerations, my suggestion for a rate Rs. 35—40—50—2—70—3—100 is, I hold, quite modest.

6. **Probationers.**—I agree with my colleagues.

7. **Town allowance.**—In a previous paragraph I have given reasons for a higher percentage of increase in Calcutta. In this paragraph my

colleagues admit that this is necessary, and they state that they have taken this factor into consideration in fixing the pay of the purely Calcutta offices. My contention is *they have entirely ignored this factor* with regard to these offices. I will prove this by concrete examples :

In the office of the Director of Land Records, as will be seen from the detailed list regarding that office, the present value of the eight posts in the Lower Division is Rs. 472, or an average of Rs. 59 for each. This sum raised by the standard percentage, as allowed by my colleagues in paragraph 4, *i.e.*, raised by 45 per cent., gives us Rs. 86, but the proposed average value is only Rs. 77-8, giving an increase of 30 per cent. only. Or, in other words, not only has the Calcutta allowance been ignored, but even the ordinary standard increase has not been allowed.

I will take another example: The Inspector-General of Prisons' office has 20 posts in the Lower Division at a total value of Rs. 1,110, or an average value of Rs. 55-8. Raised by the standard percentage, this figure should come up to Rs. 80, whereas an average Rs. 77-8 only has been given. Here also there is no Calcutta allowance, nor even the standard increase.

Yet another example : The posts of senior Head Assistants in the Secretariat carry a fixed rate of Rs. 400. Raised by the standard percentage, this figure goes up to Rs. 480, and the average proposed by my colleagues is only Rs. 488-12. Here also, therefore, there is no Calcutta allowance, unless it is argued that the extra Rs. 8-12, which is really an arithmetical re-adjustment, gives an allowance of 2 per cent.

It is unnecessary to multiply examples.

The above is with regard to purely Calcutta offices. With regard to offices located in Calcutta, but the pay of which has been fixed on a provincial basis, my colleagues recommend an allowance of 10 per cent. of pay. I agree to this scale, although I think a more proper arrangement would have been to lay down a minimum of Rs. 10 and a maximum of Rs. 25, as I will do later on in the case of purely Calcutta offices.

8. **Hill and local allowances.**—I agree with the reservation that I give no opinion in regard to the proposal of the Deputy Commissioner, Darjeeling, to raise the rate of allowance in that district. This question, I believe, affects other subordinate services employed in Darjeeling, and there should be a common rate for all such services. The question, therefore, cannot be decided by this Committee.

9. **Time Scale.**—I agree generally with the views of my colleagues as stated in the paragraph on the subject, except that I think that a second efficiency bar is unnecessary. An annual increment itself implies an annual examination of the character of work of the incumbent. This annual examination combined with the special examination at the eleventh year, is in my opinion, quite sufficient.

I also think that the question of acting allowance has been inadequately dealt with by my colleagues. The statement that the amount of this allowance is on an average nearly 6 per cent. of the total establishment cost is, I think, an under-estimate. From Appendix X it will be seen that the present total cost of ministerial establishment is roughly Rs. 60 lakhs and the cost of the increases proposed by my colleagues is Rs. 31 lakhs. Taking the acting allowance even at 6 per cent. of the present cost, the saving owing to the abolition of this allowance would be Rs. 3,60,000. From the enquiries, however, that I have independently made, it appears that the cost of this allowance is roughly 10 per cent. of the establishment cost. In that case the saving would be about Rs. 6,00,000. As, however, I am not quite certain whether I am correct, I would suggest that Government should make a further enquiry on this point. If my figure is correct, we are taking away, in respect of those appointments, which are included in the time scale or in a lengthy progressive scale, nearly 20 per cent. (*i.e.*, 6 lakhs out of 31 lakhs), and if my colleagues' figure is correct, nearly 12 per cent. (*i.e.*, 3.6 lakhs out of 31 lakhs) of the benefit conceded by us on the ground that the new scale would give a "regularity of increments." But regularity or irregularity of increment cannot change the monetary value of an appointment.

10. **Upper and lower scales or divisions.**—I have nothing to remark.

11. **Gradation of scales.**—I agree. I have followed these principles as far as possible in my scheme.

12. **Uniformity.**—In view of our fundamental difference regarding the rate of increase to be given, it is not necessary for me to comment on the scales laid down by my colleagues. I would suggest a different scale later on.

13. **Stenographers.**—I think a wholesale reorganization of the staff of stenographers is beyond the scope of our duties, and if we are to undertake this work, a further enquiry should have been made. For instance, the opinions of the Principal of the Commercial Institute and of the General Manager of the Remington Co., although valuable in themselves, are vitiated by the fact that they have treated the subject entirely from the commercial point of view, that is, speed. On the other hand, a stenographer in a Government office is a combination of a shorthand-writer and a tour clerk and is also very often a confidential assistant. Some of them are required to make extensive touring throughout the year, and this involves great discomfort and additional expense.

Next, with regard to reporters, they form a class by themselves. There is a good deal of difference between taking down the substance of a speech and reporting a speech verbatim in an assembly of a large number of persons. Men of this class are rare in India, and I understand that there was a proposal to get reporters out from Pitman's institution in London. To determine the rate of wages payable to this class, it is necessary to ascertain what would be the charge of a reporter trained in England. It is also necessary to find out what daily or monthly fee is paid by newspapers to their reporting staff. If the reporters can earn more independently, they will be tempted to give up Government service as soon as they acquire sufficient speed.

Having regard to all these factors, I will propose a separate scale for these officers later.

14. **Typists.**—With regard to this class, as in the case of the Lower Division, the primary consideration is that they should get sufficient wages to enable them to live. Typists are generally employed in Calcutta offices, and the rates of pay proposed by my colleagues will not give them a living wage under modern economic conditions.

15. **Method of initial entry into new scales.**—I agree with my colleagues, subject to the following modifications :—

In (1), I think, continuous temporary, acting or sub. *pro tem.* service should be allowed to count towards increments in the time scale. Similar concession has been given to several other services.

In (2) also this procedure should be followed.

In (6), I think, in making up the loss due to the introduction of time or progressive scales, the loss of acting allowance as well as of *ad interim* allowance on acting allowance should be taken into consideration and personal allowances should be granted temporarily to make up the loss. This concession has been granted to Imperial Services (*vide* Home Department Resolution No. 1428, dated 20th July 1920, and No. 485, dated 23rd February 1921), and there is the greater reason for extending it to lower paid services. The principles laid down in the two Resolutions quoted above may be followed, the allowances ceasing on reversion to an inferior post. Personal allowance, under Note 1 to Article 33, Civil Service Regulations, is treated as pay, and the loss of this allowance and of the *ad interim* allowance on this allowance should be compensated. Otherwise several officers will draw less pay under our scheme.

16. **Conditions of service.**—Although this question is beyond the scope of our reference, I think that it should not be shelved. The inadequacy of pay is no doubt the main cause of the present discontent, but the want of prospects is no less important. As we have not examined this question, I refrain from making any suggestion beyond pointing out that His Excellency the Governor himself assured the deputation from Writers' Buildings' Association that it was his intention to make an exhaustive enquiry into the conditions of the Ministerial service.

PART II.

Recommendations regarding increase of pay.**(I) Clerical Establishments.**

1. Terms of reference to the Committee.—The Resolution issued by the Government of Bengal appointing the Committee was as below :—

“The situation created by the large increase in prices in recent years, in consequence of which the subordinate officials in Government service in this Presidency have been hard hit, has been partially met by the grant of war and grain compensation allowances and of the temporary allowances lately sanctioned for ministerial officers. In the opinion of Government, however, the changed conditions render a readjustment of salaries necessary, and with this object in view they have decided to appoint a Committee to advise as to the revision, in accordance with modern economic conditions, of the pay of the permanent ministerial and menial establishments. * * *

From the above it will be seen that Government fixed no date which should be the starting point of our enquiry and it is, therefore, necessary to fix an equitable date.

The district offices and offices of Commissioners of Divisions were re-organised as the result of the work of two Committees which held their enquiries between the years 1905 to 1908. The present rates of pay of the Bengal Secretariat were fixed in the year 1892 and although certain changes have been made since then they are so immaterial that they may be ignored for our purpose. The pay of the lower division of the Secretariat was revised in 1919 but for facility we have assumed that there has been no change and have based our calculations on the previous rate. The rates of pay of other offices have either remained stationary for a long number of years or been revised in accordance with the standard rates prevailing in the Secretariat and district offices, while in the cases of a very few establishments increase of pay has been granted in recent years mainly on grounds other than economic.

I think, therefore, that if the year 1908 is taken as the starting point of our enquiry it will be fair to the majority of the establishments concerned.

Another point noticeable in the Government Resolution is that they recognise that the temporary allowances recently sanctioned at rates varying from 30 to 15 per cent. of pay have given only a partial relief and that it is their desire that full relief should now be given in accordance with modern economic conditions.

2 Cost of living.—It is necessary to discuss the question as to what should be taken as the proper cost of living, as there is a tendency in certain quarters that in the case of subordinate officials only the barest necessities for keeping the body and soul together should constitute this cost. Not only so, it is often argued that in fixing the pay of these officials, the prevailing market rate or, in other words, the principle of supply and demand, should be the determining factor. The above appears to be an entirely wrong view. As the Public Services Commission pointed out in paragraph 58, page 39, of their Report ; “Instead of being one of a number of rival competitors, the Government in India is practically in the position of a monopolist employer, who is unembarrassed by a trade union, and supplied with an abundant labour market, and by reason of these factors free to fix his own rate.” This being so, in fixing the rates of pay, that Commission was unable to be guided solely by the ideal of cheapness. They took into consideration the responsibilities attaching to the appointments concerned, the necessity of placing officers above the reach of temptation and of enabling them to maintain a position in society which the Government might wish them to occupy in each case.

The above principle should apply with greater force to officers on low rates of wages. As the Eastern Bengal and Assam Ministerial Officers Committee of 1908 remarked, to every Government servant a living wage should be assured and that wage should provide not only the barest necessities of living for self and family but should contain provision for reasonable

decency and comfort. The rate must be sufficient to place him above constant worry and anxiety, must give him funds to educate his children and marry his girls and should at the same time leave a small margin for emergencies and for making a suitable provision for his family.

3. Increase in the cost of living.—Although since the war the prices of articles have increased at an abnormal rate, a considerable rise had taken place even before the war. Mr. K. L. Datta in his Report on the Enquiry into Prices in India, after considering all the factors of the problem, remarked : "So far as India is concerned, it seems to me to be safe to conclude that the rise of prices is likely to continue for some time to come. At any rate it is hardly likely to fall. An analysis of the factors affecting prices, whether confined to India or pervading the whole world, shows that, leaving out of account exceptional movements, both up and down, in exceptional times of famine and commercial crisis, the present general price-level will be maintained, if not raised." The figures given by Mr. Datta in his Report show that there must have been an increase of 10 per cent. at least in the cost of living between the years 1909 to 1914. As he noticed, this increase affected most the persons on fixed small wages.

To find out, however, to what extent exactly the clerical and menial staff has been affected by the rise since 1908 it is essential to prepare a comparative family budget. A fairly accurate list of items forming the indispensable necessities are given in Mr. McAlpin's Report of 1910 on the Secretariat Reorganisation and although the list was prepared for Calcutta, as we are here concerned with the percentage of increase only, which (with the exception of house rent, medicine and tram hire) will apply throughout the province, we may adopt it for our present purpose.

				Cost as shown in 1910.			Present cost.		
<i>For self—</i>				Rs.	A.	P.	Rs.	A.	P.
Rice (at ½ seer a day)	2	10	0	4	8	0
Dal (4 seers)	0	12	0	1	7	0
Vegetables and fish (at 6 pice per day)	2	13	0	4	1	0
Ghi	0	11	3	1	9	0
Salt, spices, oil, etc.	1	1	9	2	4	0
				8	0	0	13	13	0
<i>For wife—</i>									
A less quantity of above	7	8	0	25	6	6
For 2 children	7	0	0			
Clothing, shoes, etc.	3	0	0	10	0	0
Light	1	8	0	3	4	0
Social and religious ceremonies	0	8	0	1	0	0
Utensils, bedding, etc.	0	12	0	2	4	0
Tiffin	2	0	0	4	0	0
Servant (including food)	8	0	0	16	0	0
				38	4	0	75	11	6

In the above estimate, I have made no change in the list of items and quantity considered necessary in 1910. I have only changed the prices to present day figures according to the percentage of increase supplied by the Department of Statistics for the year 1920. One or two items are not to be found in the figures supplied by that department and in respect of them I have been guided by my own experience. It may be said that the increase in prices reached the highest level in the year 1920 and that as there is a tendency for the prices to go down now, a lower percentage ought to have been taken. Against this, I should point out that an examination of the estimate will show that it is made up mainly of foodstuff and clothing and there is not the least indication yet of any fall in the prices of these things. There will no doubt be a decrease in prices of such articles as tea, sugar,

stationery and articles of luxury, but the estimate does not contain any provision for such things. House-rent also is not included here, but the cost under this head also has no possibility of decrease. At any rate I am recommending later on an increase of 75 to 80 per cent. only.

Minimum wage recommended.—The estimate given in the previous paragraph gives a fair idea of the cost of living of a person of the middle class in the beginning of his career in a mufassal district. To this estimate should be added fuel, house-rent and medical charges, and the cost would then be about Rs. 85 a month. It contains, in my opinion, insufficient provision for clothing and it leaves no margin for small amenities of life or for emergencies. This estimate was, however, considered in 1910 as providing a comfortable living, as it included provision for a servant, and the minimum cost of living was taken at 20 per cent. below that sum. Even accepting this line of argument, the present day minimum cost of living on the figure accepted in 1910 would be about Rs. 68 a month.

We can test the above figure by two other estimates given in 1908, one by Khan Bahadur Khwaja Muhammad Yusuf and the other by Rai Kaliprasanna Ghosh Bahadur, and quoted with approval by the Eastern Bengal and Assam Ministerial Officers Committee of that year. The estimates with their present day cost are given below :—

Estimate by Khan Bahadur Khwaja Muhammad Yusuf.

		Price shown in 1910.		Present price.	
		Rs.	A.	Rs.	A.
Rice for 4 persons, including maidservant.					
Burma rice at Rs. 5-4 a maund—Rs. 7-4		8	0	13	10
Fish, vegetables, oil, fuel, etc. ...		12	0	25	0
Milk for child ...		2	8	3	8
House-rent ...		6	0	9	0
Cloth, say ...		2	0	6	10
Wages of maidservant ...		2	0	4	8
Doctor's fee and medicine ...		2	8	6	0
Total ...		35	0	68	4

Estimate by Rai Kall Prasanna Ghosh Bahadur.

House-rent ...		7	0	10	8
Rice, 1½ maund ...		8	0	13	10
Dal, etc. ...		2	0	3	13
Fish ...		1	8	2	2
Vegetables ...		2	0	4	0
Oil, fuel, etc. ...		3	0	6	8
Washerman ...		1	0	2	0
Barber ...		0	4	0	8
Maidservant ...		2	4	4	8
Miscellaneous ...		3	0	10	0
Total ...		30	0	57	9

My proposal therefore is that for clerks of the qualification required for district and divisional offices the minimum pay should be Rs. 50, but this sum he would not get at once. He would be on probation for two years on lower rate, and would draw Rs. 50 in the third year after confirmation.

In recommending the above rate I have taken several factors into consideration. In the first place, as I have shown in Part I, even in 1908 there was strong feeling among responsible officers that the rate of pay should not be less than Rs. 50, and there is therefore a stronger justification now for adopting this rate. Next, owing to the growing competition for service, although theoretically the appointments in district offices and other offices of similar standard are filled by men with matriculation qualification, in fact men with higher qualifications enter them, and if as the result of this Committee's recommendations the

present rates are revised, I expect that the majority of the new recruits will be persons with I.A. or I.Sc., or even B.A. or B.Sc., qualifications. It may be argued that they are not wanted and should be shut out. But it is of no use ignoring facts and, so long as the country does not provide sufficient scope of employment to young men, the present situation must be faced anyhow. There is no doubt that, even if the wages are not increased, there will be no want of candidates for employment, but it is a false economy to underpay Government servants having frequent dealings with the public.

Having regard to all these considerations, I would strongly urge that the initial pay of a clerk at the third year of his service should not be less than Rs. 50, and I have adopted this rate for clerks of the qualifications required for district and divisional offices. For men with lower qualifications, *e.g.*, muharrirs, I have suggested a lower rate.

5. **Gradation of scale.**—As I have shown above, the cost of living in respect of the class of men we are dealing with has increased by about 100 per cent., but I agree with my colleagues that, for reasons I have already set forth, it is necessary to adopt a lower percentage of increase of pay and to graduate the increase as we rise higher up in the scale. I have allowed generally the following rates of increase, except in cases where, for special reasons, it has been necessary to allow a higher or lower rate :—

For appointments up to Rs. 50		—75 per cent. against my colleagues'		60 per cent.
Ditto	Ditto between Rs. 55 to Rs. 75—65	"	"	45 "
Ditto	Ditto Rs. 80 to Rs. 100—55	"	"	40 "
Ditto	Ditto Rs. 105 to Rs. 150—45	"	"	30 "
Ditto	Ditto Rs. 160 to Rs. 190—35	"	"	24 "
Ditto	Ditto on Rs. 200 and over—30	"	"	20 "

6. **Calcutta Allowance.**—As I have shown in Part I, my colleagues have admitted the necessity of a higher percentage of increase in Calcutta, and have provided for this for offices organised on a divisional basis located in Calcutta, but in respect of other Calcutta offices they have failed to make any provision for this purpose. This has led to inequalities amounting to absurdities. For instance, the post of Sheristadar of the office of the Commissioner of the Presidency Division carries now a pay of Rs. 200—10—250. This is also the rate of pay of several ministerial heads in purely Calcutta offices, *e.g.*, those of the Director of Land Records, Excise. According to our colleagues' proposals the Sheristadar would in future, with the Calcutta allowance, get a minimum of Rs. 275 and a maximum of Rs. 330, while the latter officers would get only Rs. 250 to Rs. 300. Not only so, but even officers at lower rates of pay than the Head Assistants of the Calcutta offices named above would get a higher maximum under our colleagues' scheme. The same inequality prevails throughout the whole report. The fact is that my colleagues did not take this point seriously into consideration until I pressed it again and again to their notice, and, though at the end they changed paragraph 7 of their "General Observations," by stating that they had in their proposals for purely Calcutta offices taken the higher cost of living into consideration, they omitted to change their figures relating to rates of pay. This is a serious omission and should be rectified.

The necessity of giving some concession to enable officers to face the higher cost of living in Calcutta has already been admitted. In the case of the Imperial Services ordinarily house-rent allowance is paid under the Calcutta house allowance scheme or otherwise. There are also local allowances attached to several appointments. In the case of subordinate services, too, similar concessions have generally been allowed, and with regard to menials a special rate is given for Calcutta, Howrah and Darjeeling. I therefore see no reason to exclude a particular section of the ministerial service from the benefits of the concession. It may be argued that the present rates of pay already contained a provision for the higher cost of living in Calcutta. Such an argument can be disposed of by pointing out that the present maximum wage in Dacca or Chittagong or Rajshahi is Rs. 30, which is also the ordinary rate in Calcutta offices, including the offices of Head of Departments.

Even admitting that the present Calcutta rates were adequate, it cannot be denied that within the last decade the cost of living in Calcutta has increased at a higher rate than elsewhere. I need point only to the increasing rates of house-rent, the growing necessity of using tram cars for attending the office and the cost of medical aid. With regard to this last item, my colleagues, in paragraph 16 of their report, have referred to hardship due to the denial of free medical attendance and supply of medicine to Calcutta clerks, a concession which is given in all other places to Government servants. But as a solution they have suggested that the clerks should organize co-operative medical stores. I do not believe that the difficulty can be so easily solved. The Government of Bihar and Orissa, besides allowing the above concession to their ministerial establishment in Patna, have provided Government quarters at the following rates of rent :—

All the ministerial officers employed in the Bihar and Orissa Secretariat and attached offices have been provided with Government quarters of various types according to the respective salary of each, for which those drawing above Rs. 100 have to pay a monthly rent (exclusive of water and latrine taxes) of ten per cent. of their respective salary, subject to a maximum limit for each type of quarters, as shown in the statement below, and those drawing Rs. 100 and below at 5 per cent. of their respective salary :—

Type of quarters.	Detailed dimensions and number of rooms in each type of quarters.	Maximum rent excluding taxes.
		Rs. A.
A type for the Assistants drawing a salary of Rs. 250 and above (Head Assistants and Superintendents or Heads of Departments.)	4 bedrooms (12' x 15' each). 2 bathrooms (7' x 7' each). 1 godown, 1 store room, 1 cook room and 1 servant's room and 2 privies with enclosed compound	21 0
A type for the Assistants drawing a salary of above Rs. 150 and below Rs. 250.	2 bedrooms (12' x 15' each). 1 bedroom (12' x 12'). 1 cook room, 1 servant's room, 1 bathroom (uncovered), 2 privies with enclosed compound	15 0
B type for the Assistants drawing a salary of above Rs. 100 and up to 150.	3 bedrooms (two 12' x 12' and one 12' x 10') 1 servant's room, 1 cook room, 1 godown and 2 privies with enclosed compound	10 8
C type for the Assistants drawing a salary of Rs. 100 and below.	3 rooms (12' x 10' each,) 1 store room, 1 cook room, 1 servant's room and 2 privies with enclosed compound ...	9 0

In Calcutta, on the other hand, it is impossible to get separate accommodation of any kind at a rate below Rs. 25, and it is no exaggeration to say that, in the case of the lower ranks at least, on an average one-fourth of the pay has to be spent on house-rent. Moreover, owing to the distance of office quarters, it is now-a-days essential for clerks to use tram cars, which costs roughly Rs. 4 to 5 a month. Medical aid in Calcutta is also comparatively costly, as no doctor would accept a fee of less than Rs. 4 per visit.

After considering all these points, I am strongly convinced that some concession should be given to Calcutta clerks, to mitigate their present difficulties. I have not included this concession in the rates of pay recommended by me, as that would have increased the pensionary charges. I therefore suggest that a rate of allowance at 10 per cent. of salary with a minimum of Rs. 10 and a maximum of Rs. 25 should be granted to clerks employed in purely Calcutta offices, to bring them on a par with the other clerks employed in Calcutta offices organised on a divisional basis and other Government servants in general. The cost of this concession would be Rs. 3,60,000 per annum, as shown in the Appendix.

7. **Summary of recommendations.**—In the detailed scheme of revision, as shown in the statements, I have followed the following scales for the lower division :—

For district offices and offices of similar status, Rs. 35—40—50—2—70—3—100.

For offices of divisional ranks, Rs. 40—45—50—3—80—4—120.

For Superintending Engineers' offices, Rs. 40—45—50—3—110.

For offices of Heads of Departments, High Court and offices of similar rank, Rs. 45—50—60—4—140—5—150.

For the Board of Revenue, Rs. 50—55—65—4—105—5—150 with a selection grade.

For the Secretariat, Rs. 60—60—70—4—130—5—145—145—5—160 with a selection grade.

For the Upper Division, following my colleagues, I have retained progressive scales, the rates varying according to present pay. In a few special cases higher percentages have been allowed for special reasons, as explained in the detailed note regarding respective offices.

For typists in mufassal, Rs. 45—5—100, in Calcutta, Rs. 50—3—125.

For Stenographers, three grades of (1) Rs. 80—5—175, (2) 100—5—125—10—225, (3) 100—10—140—10—240.

For Reporters, Rs. 275—10—375.

The efficiency bar should be applied on the 11th year from the date of confirmation.

With regard to the highest ministerial appointments, as they can be reached only after a long number of years of service in the lower grades, I have reduced the period of increments ordinarily to 3 or 4 years. My colleagues have recommended a period of 5 to 10 years but it is obvious under such an arrangement it would be impossible in the majority of cases to attain the maximum before retirement. In the India Secretariat the period of increment in the case of Registrars has been fixed at 2 years.

(II) Menials.

General Remarks.—The general position regarding menials has been explained by my colleagues. They realized that the rates of pay even after the recent revision are inadequate and require further increase. The Postal Committee have recently gone into the question of the pay of menial establishment and have allowed a higher rate to Postmen and a lower rate to inferior servants. For ordinary establishment menials, other than process-servers, my colleagues have adopted the rate allowed to inferior servants in the Postal Department except that they are not prepared to give them an equal maximum as by doing that they would have to allow a higher maximum to process-servers in B class districts than is paid in these districts to constables. I cannot appreciate the force of this argument. Constables, besides pay, are allowed free quarters, free clothing and free passage to home and back on occasions of long leave. Some of them have the prospect of promotion to the rank of head constables or Assistant Sub-Inspectors. These advantages are absent in the case of process-servers and therefore a comparison on the figure of pay alone is unfair, and I see no objection to allowing them higher a maximum than that given to constables. I quite realize that the duties of constables are difficult and exacting, but so too are those of the process-servers. Moreover, constables as a rule are employed on illiterate duties, whereas process-servers have to do literate duties, and their work is more responsible than that of constables.

Having regard to the present-day cost of living and the wages earned by unskilled labour now-a-days I would fix the same rate of pay for establishment menials (other than process-servers) as that fixed by the Government of India for the Postal Department menials of a similar class with the modification that the maximum would be reached in 20 years as suggested by my colleagues. In fact, it is the minimum that can be conceived under the present-day circumstances, and gives a man on an average only about an anna more than that allowed by my colleagues.

2. **Scales of pay recommended.**—My proposals with regard to the different classes of menials are as below :—

(1) *Establishment menials other than process-servers*—

				Rs.
A districts	15— $\frac{1}{2}$ —20
B districts	14— $\frac{1}{2}$ —19
C districts	13— $\frac{1}{2}$ —18

(2) *Process-servers*—

				Rs.
A districts	18— $\frac{1}{2}$ —24
B districts	16— $\frac{1}{2}$ —22
C districts	15— $\frac{1}{2}$ —20

- (3) *Contingency menials.*—Rs. 13, Rs. 14, Rs. 15, and Rs. 16 allowing a general increase of Rs. 4 to each. I cannot agree with my colleagues in their suggestion that the heads of offices should be authorized to reduce these rates at their discretion. If the matter is left to idiosyncrasies different rates of increase are bound to be introduced in different offices and this will lead to serious discontent.
- (4) *Temporary Establishment menials.*—I agree with my colleagues that these men should get the minimum pay of the establishment menials.
- (5) *Daftaris and Record-suppliers.*—I cannot agree that Daftaris should get the same rate of pay as ordinary peons. They must possess some technical knowledge of their work and should also be literate, and, therefore, they should be paid at a slightly higher rate everywhere.

The duties of Record-suppliers are of an important nature, and a really useful man can be helpful in several ways in certain classes of work on which clerks have otherwise to be employed. To employ ignorant low-paid men on this duty, therefore, would be a false economy. I have suggested the following rates :—

Daftaris—for Secretariat, High Court and Board of Revenue—

				Rs.
				20— $\frac{1}{2}$ —32
For other offices for—				
A class districts,	16— $\frac{1}{2}$ —22
B „ „	15— $\frac{1}{2}$ —20
C „ „	14— $\frac{1}{2}$ —19

Record-suppliers for Secretariat, High Court and Board of Revenue—

				Rs.
				25— $\frac{1}{2}$ —35—1—40
Ditto	for other offices	20— $\frac{1}{2}$ —32

In comparatively unimportant offices I have given them the same pay as to Daftaris.

- (6) *Jamadars.*—I think that a Jamadar is much more than a senior peon. He is required to control the subordinate peons, to be helpful in tours and get suitable candidates when vacancies for peons occur. I have provided for appointments of Jamadars at special rates for the Secretariat, High Court, Board of Revenue, Heads of Departments and Divisional Commissioners only. In other offices senior peons will work as Jamadars.
- (7) *Other Menials.*—With regard to other menials, I have generally followed the scales laid down for Postal Department menials, with variations in special cases, as will be seen from detailed statements.
- (8) *Launch Establishment.*—I agree with the proposals of my colleagues.

PART III.**Financial Effect of the Proposals.**

The financial effect of my proposals is a sum of Rs. 60,34,243 as against my colleagues' Rs. 41,19,057. Details of this sum are shown in the different statements appended to Parts II and IV of this report. Briefly, it is made up as below :—

For Ministerial officers (i) increase of pay Rs. 44,27,808.

(ii) Calcutta allowance for purely Calcutta offices
Rs. 3,60,960.

For menials, increase of pay—Rs. 12,45,475.

To this sum should be added another Rs. 50,000 representing roughly the cost of the Calcutta allowance to offices organized on a divisional basis. The gross effect of my proposals is therefore Rs. 60,84,243. As the present cost of these establishments is Rs. 93,61,140, the increase (including *ad interim* allowances now sanctioned) is roughly 65 per cent.

Against this increase, however, there will be a saving of about 3 or 4 lakhs on account of the discontinuance of the acting allowance to the holders of those appointments which are now included in the time-scales or lengthy progressive scales. In Part I of my report I have given reasons for holding that the present cost of acting allowances is roughly Rs. 6,00,000, but as under the revised system acting allowance will still be drawn in a certain number of cases, I have roughly taken the savings to be about 3 to 4 lakhs of rupees. Next, although, on paper the extra cost would be Rs. 60½ lakhs, so far as I understand the case, the actual ultimate increased cost will, as a matter of fact, never be reached. I shall illustrate my point by an example. In the district offices, an officer will require to serve about 60 years to rise from the position of a probationer to that of the Superintendent if he has to serve the full incremental period of each grade. As a matter of fact, however, he will serve for a much shorter period in each grade and thus will rarely draw the maximum of any of the grades. As the average cost of each appointment has been calculated on the assumption that each officer will draw the maximum of his scale or grade and as, in the circumstances stated above, this maximum will never be reached by those officers who receive promotion to a higher grade before serving the full incremental period, the cost, as calculated on the average, is higher than the actual cost.

Another point is that a portion of the extra cost is due to reasons other than economic. For instance, the prevailing rates of pay in the Eastern and Western Bengal districts are dissimilar and an assimilation of these rates was long overdue and was necessary even apart from the present revision. Again, it has been found necessary to convert a few posts on lower rates of pay to higher rates owing to the creation of new departments due to the Reform Scheme.

CONCLUSION.

The Government have provided a sum of Rs. 46 lakhs in current year's budget to meet the cost of this revision. This sum will not cover the cost of my proposals. It is not for me to suggest how this extra cost should be met. At the same time I cannot entirely ignore the fact that this will be a heavy charge on the provincial revenues. It, however, appears to me that a portion of the extra cost can be reduced by introducing certain reforms. In the first place, evidence was placed before us showing that in recent years there has been a falling off in the qualifications of recruits as the present rates do not offer sufficient attraction. Should, however, the rates be increased, a better class of men will no doubt be forthcoming, and it may be possible gradually to reduce the existing staff to some extent. This will be an indirect saving to Government. Secondly, I should think that the present system of filling the superior clerical appointments, *e.g.*, those of Under-Secretaries, Assistant Secretaries, Personal Assistants, etc., is too costly and at the same

time productive of considerable discontent. I am sure if these posts are filled up by Ministerial officers, who have established their fitness for higher appointments, they will be satisfied with a lower rate than is now given to the present incumbents and at the same time it will be a very great incentive to good work. I consider it a bad policy to set a limit to a man's ambition by hard-and-fast rules, and the present system of debarring really efficient clerks from prize posts to me appears to be indefensible. In the past clerks used to be appointed to responsible posts and I believe thoroughly justified their selection. I understand that the Government of India have adopted a more progressive policy in their own Secretariat, and their example can, I think, be usefully followed by the Local Government. Similarly, I think that certain routine functions of Judicial and Executive Officers can be transferred to Sheristadars and Superintendents, and this, by reducing the work of the former officers, may make it possible to reduce their strength.

On the whole, therefore, I am convinced that a thorough reorganization of the office system is necessary both in the interests of the clerks themselves as well as of Government, and I recommend that this should be taken up as soon as possible.

PART IV.

Notes on individual offices.

In this part I have given reasons for the rates of pay proposed by me for the typical offices. As the rates proposed for other offices follow them closely, I have not dealt with all the offices coming within our review.

The Bengal Secretariat.

I am afraid that the statement of facts made by my colleagues does not convey a correct idea with regard to the offices included in the Bengal Secretariat. In the first place, it has been stated that "the pay of the whole office establishment of the Secretariat was revised in the year 1910." The scales of pay as they stood in the main departments before 1892 and the changes made since then are shown in statement below :—

Appointment.	Before 1892.	After 1892.	After 1910.	REMARKS.
	Rs.	Rs.	Rs.	
Registrar and Head Assistant ...	458½—40—658½	458½—40—658½
Head Assistant ...	400—40—600
UPPER DIVISION.				
Assistants, Grade I ..	300—20—400	400	400	In 1910 the system of giving a duty allowance to Head Assistants at rates varying from Rs. 50 to Rs. 100 was introduced.
Do. II ...	200—20—300	300	300	
Do. III ...	150—10—200	200	250	
Do. IV ...	100—10—150	150	150	
Do. V	125	125	
LOWER DIVISION.				
Assistants ...	60—8—100	100	100	
	40—4—60	80	80	
	25—3—40	70	70	
	60	60	
	50	50	
	40	40	

From the above statement it will be seen that reorganisation of 1910 gave no practical benefit to the Assistants in general. The only change made was the addition of a grade on Rs. 250 by readjustment of other grades and the grant of a duty allowance to Head Assistants who had suffered considerably by the reduction of pay in 1892. There is, therefore, no justification for the statement that the whole office establishment was revised in 1910. For practical purposes, we may, therefore, take it that the scales of pay have remained stationary since 1892.

The comparison made in the statement by my colleagues with the scales of pay granted to the Imperial Secretariat does not give a correct idea of the difference of pay proposed. The two scales really compare as below :—

	Present rates in the Imperial Secretariat. Rs.	Proposed rates in the Bengal Secretariat.* Rs.
Head Assistants or Superintendents ...	600—40—800	425—25—500
Upper Division—		
Selection grade ...	375—25—500	325—25—400
Ordinary time-scale ...	200—15—365—380—15—500	150—10—170—10—250—15—400
Probationers ...	175	125
Lower Division—		
Selection grade ...	300—25—350	175—200
Ordinary time-scale ...	100—8—156—164—8—300	65—4—145—145—150
Probationers ...	80	60
Stenographers ...	175—9—400 {	250—10—350 100—10—140—10—240

* Those doing Head Assistants work will get an allowance of Rs. 100.

The Bengal Secretariat is the premier office under the Local Government. While I recognize that there should be a difference in the scales of pay between the Imperial and Local Secretariat, I cannot overlook the fact that the gradual devolution of powers to Local Governments, the introduction of the Reforms and the grant of Provincial autonomy have added considerably to the complexity of work in the Secretariat and the difference in the rates of pay, based on a difference in the nature of work, should now be narrowed. Further, the recruits for the Upper Division are selected from the candidates who obtained nomination for Provincial and Subordinate Services, but were not finally appointed. The Public Services Commission recommended a minimum pay of Rs. 250 for all services recruited from the ordinary graduate class, and, although we are not discussing administrative questions, the fact that the Upper Division of the Secretariat has been previously held as occupying a position intermediate between the Provincial and Subordinate services and is actually filled by men of that standard cannot be altogether ignored. It is, however, unnecessary to discuss these questions, as I have, in the scales of pay proposed by me, allowed the standard percentage of increase laid down by me on economic grounds only.

If those scales are accepted, I would suggest that Assistants of Lower Division promoted to the Upper should be allowed to begin at the stage of Rs. 200. In the Secretariat men of the Lower Division cannot expect to get promotion to the Upper before at least 12 years' service, and many of them really commence to do important work after 4 or 5 years.

The Selection grade in the Lower Division should be restricted to 10 per cent. of the Assistants in the grade and should be granted to meritorious Assistants after they have drawn the maximum of the Lower Division for 2 years, as is done in the Imperial Secretariat.

Legislative Department.

In agreement with my colleagues I have not changed the rate of pay of the Superintendent, but have changed the Lower Division scale according to the scale proposed by me for the Secretariat.

Book Depot.

As the revision of the pay of this office in 1918 was not based on economic grounds, I have allowed the ordinary percentage of increase to this office.

Secretariat Record Room.

As the revision of 1919 was based on administrative grounds, I have allowed the ordinary percentage of increase to this office, except to the Keeper of Records, who has been given a lower rate for reasons stated by my colleagues. Although a further reorganisation is under consideration of the Political Department, that does not justify any curtailment of the rates to which the present staff is entitled on economic grounds pending that reorganisation.

Office of the Bengal Translator.

In my proposal regarding this office, I have included posts up to Rs. 75 in the Lower Division, as, in my opinion, this would give a better grading.

Private Secretary's and Military Secretary's Offices.

For reasons stated by my colleagues, I have suggested a rate of pay for the Superintendent, Private Secretary's Office, similar to that suggested by me for the upper selection grades in the Secretariat. With regard to the Assistant Superintendent, who is also the Confidential Assistant to His Excellency the Governor, I think that his pay should be pitched at a reasonably high rate. The proper security of confidential information, a divulgence of which may compromise the position of His Excellency, is a matter of utmost importance,

and even an indiscretion on the part of this officer may be fruitful of much mischief. He has to perform a dual function of a very delicate nature something like a Personal Assistant to the Private Secretary and I was inclined to recommend for him a consolidated rate of Rs. 350—25—550 but as this rate would be higher than that proposed for the Superintendent, I have followed the principle suggested by my colleagues, which would allow him to draw the Reporter's pay and allowance.

In both of these offices I have changed the rate of pay for the Lower Division to that proposed by me for the Secretariat.

Posts outside the regular cadre of the Secretariat.

Public Works Department.—I have retained the scale suggested by my colleagues, except in the case of the Superintendent and Mohurris, to whom I have given increase at the standard rate suggested by me. I have provided for two estimators on the higher rate, instead of one, in order to give a flow of promotion.

Other Offices.—To other offices under the head I have given the standard rates.

Stenographers and Council Reporters.

I have retained the rates proposed by my colleagues except that in the case of Senior Reporters I have slightly increased the rate to give them the standard percentage.

High Court Establishment.

In the case of the Upper Division I have applied the standard percentage while in the case of the Lower Division I have allowed the rate suggested by me for offices of Heads of Departments.

Office of the Board of Revenue, Bengal.

This office has not been adequately dealt with by my colleagues as is evident from the fact that the staff at present in addition to pay gets an *ad interim* allowance at rates varying from 30 to 15 per cent. of pay, whereas according to their recommendation they would get an increase of 17 per cent. only without the *ad interim* allowance. Secondly, the existence of the provision for personal allowance at Rs. 25 to specially meritorious assistants of the Lower division who suffer from block of promotion for over five years has been overlooked. The office was reorganised in 1919 on administrative and not on economic grounds as is proved by the fact that Government have allowed the establishment to draw the *ad interim* allowance, and we are not therefore justified in withholding the grant of the increase at the admissible rate to this office.

This office, it appears to me, formerly occupied a position, in respect of pay, equal to that of the Secretariat. In 1913, however, the rate of pay was lowered in order to provide funds for another reform, but the successive Hon'ble Members (Sir Charles Stevenson-Moore, Messrs. F. J. Monahan and D. H. Lees) in charge of the Board have maintained that the standard of pay should be raised to the Secretariat rate on the ground that the responsibilities are similar. We are, however, not concerned with this question but mention it to justify my argument that the difference between the rates in the two offices should not be further accentuated. The pay of the Lower division, with the *ad interim* allowance, now begins at Rs. 52 and a clerk in the third year draws Rs. 59-13-0 and our colleagues' proposal to allow Rs. 50 only in the third year of service, far from allowing any increase, would actually mean a reduction of the present rate. I have therefore suggested a rate of Rs. 50—55—65—4—105—5—150 to the Lower division with a selection grade for 10 per cent. at Rs. 170—180 for those meritorious assistants who have drawn the maximum for two years. I have raised the pay of the Head Assistant to Rs. 400—600 against Rs. 400—550 proposed by my colleagues

as I find no justification for the latter rate. The Head Assistant is the chief ministerial officer in the office and holds a position analogous to that of a Registrar. For the remaining posts in the Upper division I have suggested a rate of Rs. 125—125—150—10—350 with a selection grade at Rs. 300—25—400. The Assistants promoted from the Lower division shall count their services from Rs. 180 for the purpose of initial entrance to this scale. The Stenographers and Typists have been allowed ordinary rates proposed by me.

Offices of the Heads of Departments.

The general complaint of the staff attached to these offices is that whereas the question of the reorganisation of the Secretariat on the one hand and of the district and divisional offices on the other has been enquired into periodically by special officers or committees, the questions regarding these offices have never formed the subject of any comprehensive enquiry. The initial pay of these offices, *viz.*, Rs. 30, is the same as that prevailing in Eastern Bengal districts for district and divisional offices although, apart from expensiveness of living in Calcutta, the work is much more important and responsible. The standard of recruitment also is higher and, in fact, they have to pass the same clerkship examination as laid down for Secretariat Assistants. Again, the Head Assistants do not get charge allowance as is given to the Head Assistants or branch head assistants in the Secretariat.

I think there is some justification for these complaints. In some of the offices there are recognised upper and lower divisions, while in others there is no such division. Again, in some offices, appointments in the Upper division are partly filled by direct recruits, as in the Secretariat, while in others promotion are made almost exclusively from the Lower division. In fixing the rates of pay in the past, proper consideration does not appear to have been given to these facts.

For the Lower division of these offices my colleagues have suggested a uniform scale of Rs. 45—45—50—3—110—5—120, while for the office of the Inspector-General of Police they have suggested a rate of Rs. 45—45—50—3—65—4—125. Proportionately to the increase suggested by me for the Secretariat and the Board of Revenue, I suggest a uniform rate of Rs. 45—50—60—4—140—5—150 for these offices. For the Secretariat I have suggested a special grade of Rs. 180—200 and for the Board of Rs. 170—180 but neither my colleagues nor I have provided for any such grade here. Considering that recruitment is made from the same class of men as a result of the same examination as in the Secretariat, I do not consider that there should be further difference in the rate of pay.

With regard to the Upper division, in view of direct recruitment, my colleagues have allowed special rates to the offices of the Inspector-General of Police, Director of Public Instruction, and Director of Land Records, *viz.*, Rs. 100—100—125—10—225—¹⁵—300 to the former two offices and Rs. 100—100—125—¹⁵—200—10—250 to the last named office. I agree to the proposed scale with regard to Inspector-General of Police's and Director of Public Instruction's offices but in view of the system in force in the office of the Director of Land Records, laying down that Kanungoes with some 3 to 5 years' service are to be selected for the Upper division, I would lay down a higher rate. *viz.*, Rs. 100—100—125—10—225—15—300 for that office. The pay of a Kanungo is Rs. 100—200 and a person serving for a number of years in that capacity with the qualification he possesses should get a higher maximum at the end of his service than an ordinary candidate. For the selection grade I have suggested Rs. 300—25—350 for the offices of the Inspector-General of Police and the Director of Public Instruction and Rs. 250—25—300 for the office of the Director of Land Records.

Except with regard to the time scale for the three offices named above, I have suggested an increase of pay at a uniform percentage for all offices of Heads of Departments. The rates suggested by me will, I think, be considered quite moderate in comparison with the rates already sanctioned by Government for the Upper division in the office of the Director of Industries, *viz.*, Rs. 120—10—350.

The present pay of the Head Assistant of the Inspector-General of Police is Rs. 300—20—400. This rate was fixed without reference to economic considerations as is obvious from the fact that Government have allowed the officer to draw the *ad interim* allowance. The value of this appointment should therefore be increased according to the standard percentage and I have suggested a rate of Rs. 400—25—500.

I recommend that in the case of offices of Heads of Departments a clerk promoted from the Lower to the Upper division should be allowed to begin at Rs. 150 stage.

Offices of Commissioners of Divisions.

My colleagues have suggested a minimum pay of Rs. 45 for those offices with a probationary rate of Rs. 40 for two years. In view of my general contention that the minimum pay must not be less than Rs. 50, I have suggested this higher rate with lower rates for the probationary period. I realize that the Commissioners' offices should have a higher minimum, but I have been unable to recommend this in view of the extra cost. At the same time, in agreement with my colleagues, I have allowed them a higher maximum in the Lower division. The result is that I suggest a scale of Rs. 40—45—50—3—80—4—120 for the Lower division against my colleagues' scale of Rs. 40—40—45—3—70—3—100. In the case of the upper appointments, I have followed the line adopted by my colleagues except that I have suggested somewhat higher rates.

Superintending Engineers and Executive Engineers' Offices.

For the Superintending Engineers' offices I have suggested a rate of Rs. 40—45—50—3—80—3—110 for the Lower division, that is, a maximum which is midway between the district Executive and Judicial offices on the one hand and Commissioners' offices on the other. For the Executive Engineers' office clerks and subdivisional clerks I have suggested the same scale as the one recommended by me for Judicial and Executive offices. The posts in the upper grades have been allowed the standard percentage.

With regard to draftsmen, estimators and others possessing technical qualifications, I have followed the rates allowed by my colleagues.

Offices of Deputy Inspectors-General of Police.

There are six such offices, one of the Deputy Inspector-General of Police, Criminal Investigation Department and the others of the Range Deputy Inspector-General. The clerical staff of these offices is now borne in a combined cadre along with the main office of the Inspector-General of Police. By separating the cadres of these offices, the present incumbents will lose the chances of promotion to the higher posts in the Inspector-General's office while the fixing of a lower rate of pay for them will be another hardship. If, however, the separation is necessary on administrative grounds, it must be carried out, but at the same time, if possible, some scheme should be introduced to protect the present incumbents from loss of pay and prospects.

For the Lower division of these offices I have suggested the same rate as proposed for the offices of Commissioners of divisions except that for the Criminal Investigation Department I have suggested a slightly higher maximum, in view of the fact that this is an office of a higher rank.

The other appointments do not require special mention.

Executive and Judicial offices in districts.

The present position of these offices and the difficulty of assimilating the rates in Western and Eastern Bengal districts have been explained by my colleagues.

I have already given full reasons for adopting Rs. 50 as minimum wage of clerks of qualifications required for district and divisional offices. I have

quoted the rates given to corresponding offices in Assam and by the Postal Department in support of my proposition for a higher rate than that proposed by my colleagues.

One fact, however, it is necessary to mention here. The total number of appointments in the Judicial and Executive offices is 5,253 of which only 786 are in the Upper division. In other words, 85 men out of each 100 have to end their career in the Lower division not because all of them are unfit for higher promotion, but because the constitution of these offices does not offer an adequate scope even to really capable persons. The problem before us is whether the pay of Rs. 40 at the 3rd year and of Rs. 80 at retirement after 30 years' service, when a man is overburdened with the expenses of a family and have children to educate and daughters to marry and also to make some provision for his family is really a reasonable wage. I have given my most anxious consideration to this subject and am strongly convinced that the range of pay must be Rs. 50 rising to Rs. 100 with two years' probationary service in the beginning at lower rates. I should emphatically state that I do not consider that either an adequate or a reasonable rate for a man required to perform the intricate and responsible work which many of the clerks in the Lower division are required to undertake, but I am not recommending a higher rate both in view of financial considerations and also because we are precluded from dealing with administrative questions. Important departments like Income Tax, Certificate, Embankment, Probate, Settlement, Partition, Intestate and Testamentary Cases, Sales, etc., are in charge of Lower division clerks and the work is both intricate and responsible. Very often heavy extra work is thrown on the clerks for which not only no remuneration is given but leave of the whole staff is curtailed to get the work done. I may mention the work in connection with Reform Scheme Election, the work in connection with Census which will last about 2 or 3 years.

With regard to the Upper division of these offices I have generally followed the arrangement proposed by my colleagues except in the case of the Accountants in the Executive offices and Sheristardars in Judicial offices. With regard to the former, I have definitely retained the third highest appointments for these officers instead of leaving them to compete with others for the selection posts proposed to be thrown open by my colleagues to all in Upper division. My reason for this difference is that the work of the Accountant is third in importance and responsibility and he has to control a larger staff than any other sectional head. Moreover, it is desirable that the Accountants' pay should be higher than the first Assistant Accountants'. I have therefore divided the Accountants into two classes, the pay of each class varying with the importance of work as determined by the pay of the Treasurer. With regard to the Sheristadars in Judge's offices I have abolished the inequality in the minimum pay which has been suggested by my colleagues as there is no valid reason for any such petty differentiation which only produces discontent.

I have suggested a rate of Rs. 250—15—325 for all Sheristadars and Superintendents. This gives a higher percentage of increase than the standard fixed by me. I have done this on various considerations, mainly economic. In the first place, this is the highest post available in each of the district offices consisting in an average of 100 men. Moreover, these officers are required to control a very large staff and have to maintain a status and dignity both in office as well as with the public. I agree with Mr. Savage, who conducted the preliminary work of the Eastern Bengal Ministerial Officers' Committee of 1905 to 1908, in holding that these officers are something like Personal Assistants to District Officers. Their pay therefore must be commensurate with their position. The revision of 1911 gave no increase in the maximum of the pay of the officers in Western Bengal while it gave only Rs. 25 to officers in Eastern Bengal. Practically, therefore, the pay of these posts have remained almost stationary since 1886 and, therefore, I am of opinion that a higher percentage of increase should be allowed to these few appointments. In fact, I was inclined to recommend a maximum of Rs. 350 but refrain from doing so owing to extra cost.

Office of the Superintendents of Police.

The Lower division has been included in the standard scale of Rs. 25—40—50—2—70—3—100. The duties of Accountants in Police offices are very difficult and I have suggested for them a rate of Rs. 100—4—120 and for head clerks a rate of Rs. 125—7—160. It has been represented to us that the clerks of the Police Department suffer considerable inconvenience and extra expenditure by frequent transfers while the nature of their duties requires their attendance in office at any hour. They have therefore urged that their pay should be fixed at rates higher than the ordinary rates. We have not gone into these questions and I shall not therefore be justified in recommending special rates for them.

Registration Offices.

For the clerical staff in headquarters offices I have proposed the same minimum as that proposed by me for the Lower division in district Executive and Judicial offices, but I have not given them the same maximum. But, if the post of head clerk is included, the scale as a whole will allow one man in each office to reach the maximum of the Lower grade proposed for Executive and Judicial offices.

For rural offices I have suggested a lower rate of Rs. 35—1—50.

MAHENDRA CHANDRA MITRA.

Member.

APPENDIX to PART II.

Statement showing the cost of the allowance proposed for the Ministerial staff employed in purely Calcutta offices.

I have recommended an allowance at the rate of 10 per cent. of salary, subject to a minimum of Rs. 10 and maximum of Rs. 25. It is difficult to make an accurate estimate of the cost of this concession, but to arrive at a rough estimate I have made the calculation on the average proposed pay at four rates, *viz.*, Rs. 10, Rs. 15, Rs. 20 and Rs. 25, the difference between these rates and actual admissible rates having been overlooked if it is Rs. 2-8-0 or less and having been taken as Rs. 5 if it is over Rs. 2-8-0. For instance, if the actual sum payable under my proposal is Rs. 17-8-0 I have taken it as Rs. 15, but if it is Rs. 17-9-0, I have taken it as Rs. 20. I hope this will give a fairly accurate idea of the extra cost.

OFFICE.	NUMBER OF ASSISTANTS WHO WILL GET ALLOWANCE AT THE RATE OF			
	Rs. 25.	Rs. 20.	Rs. 15.	Rs. 10.
Chief Secretary ...	26	4	...	48
Financial Secretary ...	21	4	...	47
Education Secretary ...	16	3	...	37
Revenue Secretary ...	12	3	...	29
Agriculture Department ...	5	1	...	13
Public Works Department ...	19	4	...	45
Legislative Department ...	1	1	...	13
Book Depot ...	1	...	1	13
Record-keeper ...	3	2	15	14
Bengali Translator ...	1	4	1	5
Private Secretary ...	2	1	...	3
Military Secretary ...	1	1	1	3
<i>Posts outside the cadre.</i>				
Public Works Department ...	5	19
Financial Department ...	2	5
Chief Secretary	3
Education Department	1	...	3
Revenue Secretary	1	2
Council Reporters ...	5	16
High Court, Original ...	18	15	3	104
Ditto Appellate ...	53	32	...	133
Official Receiver ...	2	10
Board of Revenue ...	9	2	1	21
Lady Adviser	2
Director of Public Instruction ...	3	12	2	42
Assistant Director of Public Instruction for Muhammadan Education.	...	1	...	4
Director of Land Records ...	2	4	1	8
Chief Engineer, Public Health Department	1	1	5
Commissioner of Excise ...	2	4	1	22
Commissioner of Police ...	2	12	...	78
Inspector-General of Police ...	5	15	2	20
Deputy Inspector-General of Police, Criminal Investigation Department.	1	2	1	14
Intelligence Branch, Criminal Investigation Department.	4	15	3	...
Special Branch (Commissioner of Police's Office).	1	6	1	1
Director of Surveys ...	2	...	2	17
Surgeon-General ...	2	3	...	21
Traverse Section and Drawing Office ...	1	1	1	1
Inspector-General of Prisons ...	3	2	1	19

OFFICE.	NUMBER OF ASSISTANTS WHO WILL GET ALLOWANCE AT THE RATE OF			
	Rs. 25.	Rs. 20.	Rs. 15	Rs. 10.
Inspector-General of Registration ...	1	5	1	25
Director of Public Health ...	2	3	...	19
Registrar, Co-operative Society, Calcutta ...	2	...	3	15
Superintendent, Civil Veterinary Department.	1	5
Legal Remembrancer ...	1	1	...	7
Registrar, Joint Stock Companies	1	9
Agent for Government Consignments ...	1	1	1	23
Protector of Emigrants ...	1	...	2	11
Director of Fisheries	1	...	3
Municipal Magistrate, Calcutta	1	11
Port Officer, Calcutta ...	1	...	4	14
Head Shipping Office, Calcutta ...	1	...	1	10
Branch Shipping Office, Kidderpore ...	1	14
Loadsmen's Quarters	1
Presidency Magistrate, Calcutta ...	1	4	7	37
Director of Industries ...	34	1	1	82
Bengal Veterinary College	4	7
Custom House, Calcutta ...	13	...	28	203
Chemical Examiner's Establishment	1	5
Small Cause Court, Calcutta ...	3	...	14	63
Ditto Bailiffs' Establishment	1	2	...	36
Land Revenue, Excise, etc., Branches ...	3	3	3	54
Excise Branch, Special Cadre	1	1	1
Deputy Director, Western Circle	1	6
Superintendent, Botanical Garden ...	1	...	1	23
Administrator-General ...	3	4	9	69
Imperial Serologist and Chemical Examiner.	2
Registrar of Calcutta	1	19
Medical College	1	8
Do. Hospital	1	8
Chemical Examiner to Government	1	3
Campbell Medical School and Hospital	2	11
Presidency General Hospital	5
Voluntary Venereal Hospital and Sambhunanath Pandit Hospital.	2
Superintendent, Census Operation	1	1
Coroner, Calcutta	1
A. V. Leper Asylum	1
Presidency Opium Godown ...	1	2
Committee of Legal Education	1	...
Public Prosecutor, Calcutta	5
Indian Law Reporters	1
Superintendent, Governor's Estates	1	1	8
Jail Depôt, Calcutta	4
Central Jails	14
Juvenile Jails (Cinchona)	2
Ditto (Quinine)	1	3
Total ...	300 + × 25	200 + × 20	134 + × 15	1,657 × 10
	7,500 +	4,000 +	2,010 + = 30,080 × 12 months	16,570
			3,60,960 per annum.	

Detailed recommendations with regard to different offices.

Chief Secretary's Office.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITTRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
UPPER DIVISION.														
Assistants	...	3	...	1,200 0 0	425-25-500	3	488 12 0	1,466 4 0	450-25-525	3	513 12 0	1,541 4 0		
Do.	...	4	...	1,200 0 0	325-25-400	4	388 12 0	1,555 0 0	350-25-425	4	413 12 0	1,655 0 0		
Do.	...	4	...	1,000 0 0	125-125-150-150-10-250-15-400.	19	253 5 4	4,813 5 4	125-125-150-10-250-15-400.	19	252 5 4	4,813 5 4		
Do.	...	6	...	1,200 0 0										
Do.	...	5	...	750 0 0										
Do.	...	4	...	500 0 0										
Total	...	26		5,850 0 0		26		7,834 9 4		26		8,009 9 4		
LOWER DIVISION.														
Assistants	40-50-3-125	39	74 0 0	2,886 0 0	175-200	4	198 12 0	795 0 0	180-200	4	199 0 0	796 0 0		
					60-60-65-4-145-145-150.	35	99 0 0	3,465 0 0	60-60-70-4-130-5-145-145-5-160	35	103 5 4	3,616 10 0		
Total	...	39		2,886 0 0		39		4,260 0 0		39		4,412 10 0		
Typists ...	40-2-80	13	60 0 0	780 0 0	45-100	13	70 10 8	918 10 8	50-3-125	13	81 4 0	1,056 4 0		
Head Assistant's duty Allowance.	100	4	...	400 0 0	100	4	...	400 0 0	100	4	...	400 0 0		
GRAND TOTAL	...	78	78 assistants and 4 duty allowance.	9,916 0 0		78	78 assistants and 4 duty allowance.	13,413 4 0		78		13,878 7 4		

Financial Secretary's Office.

PRESENT SCALE				PROPOSED SCALE				SCALE IMPOSED BY RAI M. C. MITTRA, BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.												
Assistants	Rs. 400	2	...	Rs. A. P. 800 0 0	Rs. 425-25-500	2	Rs. A. P. 488 12 0	Rs. A. P. 977 8 0	Rs. 450-25-525	2	Rs. A. P. 513 12 0	Rs. A. P. 1,027 8 0
Do.	300	3	...	900 0 0	325-25-400	3	388 12 0	1,166 4 0	350-25-425	3	413 12 0	1,241 4 0
Do.	250	3	...	750 0 0								
Do.	200	5	...	1,000 0 0	125-125-150-10-250-15-400	16	253 5 4	4,053 5 4	125-125-150-10-250-15-400	16	253 5 4	4,053 5 4
Do.	150	3	...	450 0 0								
Do.	125	5	...	625 0 0								
Total		21		4,525 0 0		21		6,197 1 4		21		6,322 1 4
LOWER DIVISION.												
Assistants	40-50-3-125	43	74 0 0	3,182 0 0	175-200	4	198 12 0	795 0 0	180-200	4	199 0 0	796 0 0
		43		3,182 0 0	60-60-65-4-145-145-150	39	99 0 0	3,861 0 0	60-60-70-4-130-5-145-145-5-160	39	103 5 4	4,030 0 0
Total		43		3,182 0 0		43		4,656 0 0		43		4,826 0 0
Typists	40-2-80	8	60 0 0	480 0 0	45-2-100	8	70 10 8	565 5 4	50-3-125	8	81 4 0	650 0 0
Head Assistant's duty allowance.	100	3	...	300 0 0								
	70	1	...	70 0 0	100	5	...	500 0 0		5	...	500 0 0
	50	1	...	50 0 0								
Total		5		420 0 0		5		500 0 0		5		500 0 0
GRAND TOTAL		72 assistants and 5 duty allowance		8,607 0 0		72 assistants and 5 duty allowance.		11,918 6 8		72 assistants and 5 duty allowance.		12,248 1 4

Upper Division.													
Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Assistants	...	400	1	...	400 0 0	425-25-500	1	488 12 0	488 12 0	450-25-525	1	...	513 12 0
Do.	...	300	2	...	600 0 0	325-25-400	2	388 12 0	777 8 0	350-25-425	2	413 12 0	827 8 0
Do.	...	250	2	...	500 0 0	{ 125-125-150 -10-250- 15-400	13	253 5 4	3,293 5 4	{ 125-125-150 -10-250- 15-400	13	253 5 4	3,293 5 4
Do.	...	200	4	...	800 0 0								
Do.	...	150	4	...	600 0 0								
Do.	...	125	3	...	375 0 0								
Total	...		16		3,275 0 0		16		4,559 9 4		16		4,634 9 4
Lower Division.													
Assistants	...	40-50-3-125	33	74 0 0	2,442 0 0	{ 175-200 60-60-65- 4-145-145- 150	30	99 0 0	2,970 0 0	{ 180-200 60-60-70 4-130 5-145 -145-5-160	30	103 5 4	3,100 0 0
Total	...		33		2,442 0 0		33		3,566 4 0		33		3,697 0 0
Typists	...	40-2-80	7	60 0 0	420 0 0	45-3-100	7	70 10 8	494 10 8	50-3-125	7	81 4 0	568 12 0
Head Assistant's duty allowance.	...	100	2	...	200 0 0	100	5	...	500 0 0		5	...	500 0 0
Ditto	...	50	3	...	150 0 0								
Total	...		5		350 0 0		5		500 0 0		5		500 0 0
GRAND TOTAL	...		56	56 assistants and 5 duty allowance.	6,487 0 0		56	56 assistants and 5 duty allowance.	9,120 8 0		56	56 assistants and 5 duty allowance.	9,400 5 4

Revenue Secretary's Office.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA, BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
UPPER DIVISION.														
Assistants	Rs. 400	1	Rs. A. P. ...	Rs. A. P. 400 0 0	Rs. 425-25-500	1	Rs. A. P. 488 12 0	Rs. A. P. 488 12 0	Rs. 450-25-525	1	Rs. A. P. ...	Rs. A. P. 513 12 0		
Do.	300	1	...	300 0 0	325-25-400	2	388 12 0	777 8 0	350-25-425	2	413 12 0	827 8 0		
Do.	250	2	...	500 0 0	}	9	253 5 4	2,280 0 0	125-125-150 -10-250-15 -400	9	253 5 4	2,280 0 0		
Do.	200	2	...	400 0 0										
Do.	150	3	...	450 0 0										
Do.	125	3	...	375 0 0	-15-400									
Total	...	12	...	2,425 0 0	...	12	...	3,546 4 0	...	12	...	3,621 4 0		
LOWER DIVISION.														
Assistants	40-50-3-125	27	74 0 0	1,998 0 0	175-200	3	198 12 0	596 4 0	180-200	3	199 0 0	597 0 0		
Total	...	27	...	1,998 0 0	60-60-65-4 -145-145 -150	24	99 0 0	2,376 0 0	60-60-70-4 -130-5-145 -145-5-160	24	103 5 4	2,480 0 0		
Typists	40-2-80	5	60 0 0	300 0 0	...	27	...	2,972 4 0	...	27	...	3,077 0 0		
Head Assistant's duty allowance.	100	1	...	100 0 0	45-2-100	5	70 10 8	351 5 4	50-3-125	5	81 4 0	406 4 0		
Ditto	50	2	...	100 0 0	100	3	...	300 0 0	100	3	...	300 0 0		
GRAND TOTAL	...	44 assistants and 3 duty allowance.	...	4,923 0 0	...	44 assistants and 3 duty allowance.	...	7,169 13 4	...	44 assistants and 3 duty allowance.	...	7,404 8 0		

Agriculture and Industry Department

vii

Upper Division.	Rs.		Rs. A. P.	Rs.		Its. A. P.	Rs. A. P.	Rs.		Rs. A. P.
Assistants	300	1	...	300	425-25-500	1	488 12 0	450-25-525	1	...
Do.	200	2	...	400	325-25-400	1	388 12 0	350-25-425	1	...
Do.	150	1	...	150	125-125-150-10-250-15-400	3	253 5 4	125-125-150-10-250-15-400	3	253 5 4
Do.	125	1	...	125			760 0 0			760 0 0
Total	...	5	...	975	...	5	5	1,687 8 0
Lower Division	40-50-3-125	11	74 0 0	814	175-200	1	198 12 0	180-200-60-60-70-4-130-5-145-145-5-160	1	199 0 0
					60-60-65-4-145-145-150	10	99 0 0		10	1,033 5 4
Total	...	11	...	814	...	11	11	1,232 5 4
Typists ...	40-2-80	3	60 0 0	180	45-3-100	3	70 10 8	50-3-125	3	243 12 0
Head Assistant's duty allowances.	100	1	...	100	100	1	...	100	1	100 0 0
GRAND TOTAL	...	19 assistants and 1 duty allowance.	...	2,069	...	19 assistants and 1 duty allowance.	3,138 4 0	.	19 assistants and 1 duty allowance.	3,263 9 4

Public Works Department.

VIII

PRESENT SCALE.				PROPOSED SCALE.				SCALE OF PAY PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.												
Assistants	Rs. 400	2	...	Rs. A. P. 800 0 0	Rs. 425--25--500	2	488 12 0	Rs. A. P. 977 8 0	Rs. 450--25--525	2	513 12 0	Rs. A. P. 1,027 8 0
Do.	300	3	...	900 0 0	325--25--400	3	388 12 0	1,166 4 0	350--25--425	3	413 12 0	1,241 4 0
Do.	250	3	...	750 0 0	125--125-- 150--10--250 --15--400	14	253 5 4	3,546 10 8	125--125--150--10-- 250--15--400.	14	253 5 4	3,546 10 8
Do.	200	6	...	1,200 0 0								
Do.	150	3	...	450 0 0								
Do.	125	2	...	250 0 0	175--200	19	...	5,690 6 8	...	19	...	5,815 6 8
Total	...	19	...	4,350 0 0								
LOWER DIVISION.												
Assistants	40--50--3--125	40	74 0 0	2,960 0 0	60--80--85--4 --145--145-- 150	36	99 0 0	3,564 0 0	60--60--70--4 --130--5--145 145--5--160	36	103 5 4	3,720 0 0
Total	...	40	...	2,960 0 0	45--5--100	40	...	4,359 0 0	...	40	...	4,516 0 0
Typists	40--2--80	9	60 0 0	540 0 0	100	5	...	636 0 0	50--3--125	9	81 4 0	731 4 0
Head Assistant's duty allowance.	70	1	...	70 0 0								
Ditto	65	4	...	260 0 0	20	1	...	20 0 0	20	1	...	20 0 0
Other duty allowances	20	1	...	20 0 0								
Ditto	10	2	...	20 0 0								
Total	...	8	...	370 0 0	...	8	...	540 0 0	...	8	...	540 0 0
GRAND TOTAL	...	68 assistants and 8 duty allowances.	...	8,220 0 0	...	68 assistants and 8 duty allowances.	...	11,225 6 8	...	68 assistants and 8 duty allowances.	...	11,602 10 8

Legislative Department.

Upper Division	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Superintendent	20-10-300	1	266 10 8	200-10-300	1	266 10 8	200-10-300	1	266 10 8
Lower Division.									
Assistants	40-50-3-125	9	74 0 0	175-200 60-60-65- 4-145-145 -150	1	198 12 0	180-200	1	199 0 0
Typists	40-2-80	5	60 0 0	45-3-100	5	70 10 8	50-3-125	5	406 4 0
Total		15	1,232 10 8		15	1,610 12 0		15	1,698 9 4

Secretariat Book Depot.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Officer-in-charge	150-10-250	1	216 10 8	200-15-275	1	256 4 0	200-20-300	1	275 0 0
Assistant and Store-keeper.	75-5-125	1	108 5 4	100-5-150	1	133 5 4	100-7-175	1	150 0 0
Assistant Store-keeper	60-3-70	1	66 10 8						
Assistant	50-3-60	5	56 10 8	40-40-45 -5-100	12	66 0 0	45-45-50-3 -80-4-120	12	960 0 0
Do.	40-3-50	6	46 10 8						
Typist	40-2-80	1	60 0 0	45-3-100	1	70 10 8	50-3-125	1	81 4 0
Total		15	1,015 0 0		15	1,252 4 0		15	1,466 4 0

Secretariat Record Room.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTRA, BAHADUR.						
Designation.	Pay.	No	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Keeper of Records ...	Rs. 300—20—400	1	Rs. A. P. 375 0 0	Rs. A. P. 375 0 0	Rs. 350—20—450	1	Rs. A. P. 425 0 0	Rs. A. P. 425 0 0	Rs. 350—30—500	1	Rs. A. P. 462 8 0	Rs. A. P. 462 8 0		
Assistants in charge of historical and current record-room.	150—10—200	2	187 8 0	375 0 0	175—10—225	2	212 8 0	425 0 0	200—10—250	2	237 8 0	475 0 0		
Assistants	100—10—150	2	127 8 0	275 0 0	145—5—175	2	163 12 0	327 8 0	150—10—200	2	187 8 0	375 0 0		
Do.	80—4—100	3	95 0 0	285 0 0	80—4—140	15	115 0 0	1,725 0 0	100—5—150	15	133 5 4	2,000 0 0		
Do.	60—4—80	12	75 0 0	900 0 0		}	3	...	240 0 0	60—4—100	10	86 10 8	866 10 8	
Do.	60	3	...	180 0 0	3		...	240 0 0	}		10	86 10 8	866 10 8	
Do.	50	3	...	150 0 0	3		...	210 0 0			}	10	86 10 8	866 10 8
Do.	45	2	...	90 0 0	2		...	130 0 0				}	10	86 10 8
Do.	40	2	...	80 0 0	2	...	120 0 0	}		10			86 10 8	866 10 8
Do.	40	2	...	80 0 0	2	...	120 0 0		}	10			86 10 8	866 10 8
Typists	50	4	...	200 0 0	4	61 10 8	246 10 8			}	10		86 10 8	866 10 8
Total		34		2,910 0 0	34						}	10	86 10 8	866 10 8
								}				10	86 10 8	866 10 8
									}			10	86 10 8	866 10 8
										}		10	86 10 8	866 10 8

Office of the Bengali Translator.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Head Translating Assistant.	Rs. 200—5—250	1	233 5 4	237 8 0	250—5—300	1	283 5 4	283 5 4	275—15—350	1	331 4 0	331 4 0
Second Assistant	125—5—175	1	158 5 4	158 5 4	175—5—225	1	208 5 4	208 5 4	175— $\frac{1}{2}$ —250	1	225 0 0	225 0 0
Assistants	100—5—150	2	133 5 4	266 10 8	150—5—200	2	183 5 4	366 10 8	150—5—200	3	183 5 4	550 0 0
Do.	100—5—125	1	119 12 0	119 12 0	75—5—150	4	118 12 0	475 0 0	120—4—160	1	...	146 10 8
Do.	75—5—100	1	93 12 0	93 12 0		1	65 10 8	65 10 8	45—45—60—4	3	90 8 0	271 8 0
Do.	50—5—75	2	68 12 0	137 8 0	$\frac{1}{2}$ —100	2	61 10 8	123 5 4	140—5—160	2	81 4 0	162 8 0
Do.	30—4—50	1	45 0 0	45 0 0	45— $\frac{1}{2}$ —70	2		1,522 5 4	50—3—125	11		1,686 14 8
Typists	30—2—50	2	43 5 4	86 10 8								
Total		11		1,144 2 8		11						

Private Secretary to Governor's Office.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Superintendent	200—15—350	1	300 0 0	300 0 0	300—20—500	1	433 5 4	433 5 4	1	...
Assistant Superintendent and Confidential Assistant.	150—15—300	1	250 0 0	250 0 0	250—10—350	1	316 10 8	316 10 8	1	...
Assistant	75—7½—150	1	125 0 0	125 0 0	150—10—250	1	216 10 8	216 10 8	1	...
Do.	60—5—110	1	93 5 4	93 5 4	60—60—65—4—145—145—150.	3	99 0 0	297 0 0	3	103 5 4
Do.	40—4—60	1	55 0 0	55 0 0						
Do.	40	1	...	40 0 0						
Total	...	6	863 5 4	863 5 4		6		1,263 10 8	6	1,326 10 8

Ki

Military Secretary to Governor's Office.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Superintendent	150—20—350	1	283 5 4	283 5 4	250—25—500	1	416 10 8	416 10 8	1	...
Assistant Superintendent and Accountant.	100—10—150	1	137 8 0	137 8 0	150—10—250	1	216 10 8	216 10 8	1	...
Assistant	85—8—125	1	115 0 0	115 0 0	125—5—175	1	158 5 4	158 5 4	1	...
Do.	40—4—60	2	55 0 0	110 0 0	60—60—65—4—145—145—150.	2	99 0 0	198 0 0	2	103 5 4
Shorthand Writer	45—4½—110	1	82 14 8	82 14 8						
Total	...	6	728 12 0	728 12 0		6		1,118 12 0	6	1,127 6 8

Posts outside the regular cadre of the Secretariat.

Public Works Department—Posts outside the Cadre.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY LIAI M. C. MITRA RAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
DRAWING BRANCH.												
Superintendent	Rs 300—20—400	1	Rs. A. P. 375 0 0	Rs. A. P. 375 0 0	Rs. 350—25—500	1	Rs. A. P. 460 0 0	Rs. A. P. 460 0 0	Rs 400—25—560	1	Rs. A. P. ...	Rs. A. P. 480 0 0
Head Draftsman	200—10—300	1	266 10 8	266 10 8	200—10—250	2	237 8 0	475 0 0	200—10—250	2	237 8 0	475 0 0
Draftsman	130—10—180	1	167 8 0	167 8 0								
Do.	75—5—100	2	93 12 0	187 8 0	50—5—165	9	101 12 0	915 12 0	50—5—165	9	105 12 0	915 12 0
Do.	50—5—75	3	68 12 0	206 4 0								
Do.	30—3—45	4	41 4 0	165 0 0								
Estimator	125—5—150	1	143 12 0	143 12 0	225—10—275	1	262 8 0	262 8 0	225—10—275	2	262 8 0	525 0 0
Do.	95—5—120	1	113 12 0	113 12 0	60—5—150— 10—200	4	123 0 0	492 0 0	60—5—150— 10—200	3	123 0 0	369 0 0
Do.	50—4—70	1	65 0 0	65 0 0								
Do.	30—3—45	2	41 4 0	82 8 6								
Litho. Printer	16—1—25	1	20 12 9	20 12 9	20—1—30— 1—35	1	26 4 0	26 4 0	20—1—30— 1—35	1	26 4 0	26 4 0
Assistant Litho. Printer	16	1	...	16 0 0	20—1—30	2	24 2 8	48 5 4	20—1—30	2	24 2 8	48 5 4
Ferro. Printer	15	1	...	15 0 0								
Total		20		1,824 11 5		20		2,679 13 4		20		2,839 5 4
Muharrirs												
Assistant Pay Clerk	30	3	...	90 0 0	40—1—50	4	46 10 8	186 10 8	40—2—60	4	53 5 4	213 5 4
	30	1	...	30 0 0								
Total		24		1,944 11 5		24		2,866 8 0		24		3,052 10 8

Revenue Secretary's Office—Posts outside the cadre.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MUTRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Surveyor	Rs. 75—3—150	1	Rs. A. P. 106 4 0	Rs. A. P. 106 4 0	Rs. 80—5—180	1	Rs. A. P. 130 0 0	Rs. A. P. 130 0 0	Rs. 100—5—200	1	Rs. A. P. ...	Rs. A. P. 150 0 0
Draftsman	30—1—40	1	36 10 8	36 10 8	45—2—65	1	58 5 4	58 5 4	50—2—70	1	...	63 5 4
Muharrirs	30	1	...	30 0 0	40—1—50	1	46 10 8	46 10 8	40—2—60	1	...	53 5 4
Total		3		172 14 8		3		235 0 0		3		266 10 8
GRAND TOTAL		41		2,982 15 5		41		4,552 5 4		41		4,599 0 0

XIV

Stenographers and Council Reporters in the Secretariat.

Designation.	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Stenographers	200—10—300	5	266 10 8	Rs. A. P. 1,333 5 4	Rs. 250—10—350	5	316 10 8	Rs. A. P. 1,583 5 4	Rs. 275—10—375	5	341 10 8	Rs. A. P. 1,708 5 4
Ditto	100—0—200	9	166 10 8	1,500 0 0	100—10—140 —10—240	16	184 0 0	2,944 0 0	100—10—140 —10—240	16	184 0 0	2,944 0 0
Ditto	50—5—100	7	83 5 4	583 5 4								
Duty allowance of Senior Council Reporters.	150	5	...	750 0 0	150	5	...	750 0 0	150	5	...	750 0 0
Duty allowance of Junior Council Reporters.	75	5	...	375 0 0	75	5	...	375 0 0	75	5	...	375 0 0
Total				4,541 10 8				5,552 5 4				5,777 5 4

High Court, Original Side.

	Rs.		Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Clerk ...	200—10—250	1	237 8 0	237 8 0	250—10—300	1	287 8 0	287 8 0	300—10—350	1	337 8 0
Do. ...	200	3	...	600 0 0	200—10—250	3	237 8 0	712 8 0	225—10—275	3	787 8 0
Do. ...	150	4	...	600 0 0							
Do. ...	125	5	...	625 0 0	125—10—200	15	175 0 0	2,625 0 0	150—5—200	15	2,750 0 0
Do. ...	100	6	...	600 0 0							
Do. ...	80	10	...	800 0 0							
Do. ...	70	16	...	1,120 0 0							
Do. ...	60	20	...	1,200 0 0	45—45—50	85	79 10 8	6,771 10 8	45—45—60—4	85	7,692 8 0
Do. ...	50	13	...	950 0 0	3—35—4				—140—5—150		
Do. ...	40	20	...	800 0 0	—115—5—125						
Sealing Clerk ,	25	1	...	25 0 0	40	1	...	40 0 0	45	1	45 0 0
Bank Clerk	20—1—25	1	23 5 4	23 5 4	30—2—40	1	37 8 0	37 8 0	30—3—45	1	41 4 0
Inspection Clerk	20	1	...	20 0 0	35	1	...	35 0 0	35	1	35 0 0
Nagri Munshi	75—5—100	1	93 12 0	93 12 0	100—10—150	1	137 8 0	137 8 0	125—5—150	1	143 12 0
Ditto	50—1—75	2	66 10 8	133 5 4	75—5—100	2	91 10 8	183 8 4	80—4—120	2	213 5 4
Court Keeper	90	1	...	90 0 0	100	1	...	100 0 0	140	1	140 0 0
Sircar ...	20	1	...	20 0 0	25—1—35	1	30 0 0	30 0 0	30—1—40	1	35 0 0
Bengali Mohurrir	40—2—50	5	47 8 0	237 6 0							
Arabic Reader	40—2—50	1	47 8 0	47 8 0	65—2—75	7	72 8 0	507 8 0	60—4—80	7	525 0 0
Persian Reader	30—2—40	1	37 8 0	37 8 0							

High Court, Appellate Side, Judicial Department.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Bench Clerks	350—10—450	2	416 10 3	833 5 4					
Ditto	250—10—350	5	316 10 8	1,583 5 4	150—175—200 —15—50— 20—540	9	319 0 0	2,871 0 0	319 0 0
Ditto	150—10—250	2	216 10 8	433 5 4					
Head Stamp Reporter	350—10—400	1	387 8 0	387 8 0	350—10—400	1	387 8 0	387 8 0	387 8 0
Chief Editor	350	1	...	350 0 0	350	1	...	350 0 0	350 0 0
Editors ...	250—10—300	6	287 8 0	1,725 0 0	250—10—300	6	287 8 0	1,725 0 0	287 8 0
Senior Translator	350	1	...	350 0 0	400—5—450	1	440 0 0	450 0 0	450 0 0
Junior Translators	120—8—200	14	173 5 4	2,426 10 8	150—10—250	14	216 10 8	3,033 5 4	241 10 8
Head Assistant and Assistant Stamp Reporter.	250—10—300	1	288 8 0	287 8 0	300—10—350	1	337 8 0	337 8 0	387 8 0
Assistants	200	2	...	400 0 0	230—10—250	2	248 0 0	496 0 0	288 12 0
Do.	175	4	...	700 0 0					
Do.	150	8	...	1,200 0 0					
Do.	125	11	...	1,375 0 0	125—10—225	31	191 10 8	5,941 10 8	216 10 8
Do.	100	8	...	800 0 0					
Do.	80	10	...	800 0 0					
Do.	70	12	...	840 0 0					
Do.	60	16	...	960 0 0	45—45—50— 3—45—4—115 —5—125	104	79 10 8	8,285 5 4	90 8 0
Do.	50	20	...	1,000 0 0					
Do.	40	28	...	1,120 0 0					
Do.	50—3—125	18	81 4 0	2,462 8 0					

High Court, Appellate Side, Judicial Department—continued

xviii

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY HAI M. C. MITRA BARADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
ENGLISH OFFICE.														
Head Assistant	350—10—400	1	387 8 0	387 8 0	400—20—500	1	475 0 0	475 0 0	400—25—525	1	475 0 0	475 0 0		
Assistants	300	1	...	300 0 0	300—10—350	2	337 8 0	675 0 0	300—25—400	3	380 0 0	1,140 0 0		
Do.	250	1	...	250 0 0		2	248 0 0	496 0 0	150—10—200 —15—275	12	233 5 4	2,800 0 0		
Do.	200	2	...	400 0 0	11	191 10 8	2,108 5 4							
Do.	175	2	...	350 0 0										
Do.	150	2	...	300 0 0										
Do.	125	4	...	500 0 0	125—10—225	25	79 10 8	1,991 10 8	45—45—60—4 —140—5—150	25	90 8 0	2,262 8 0		
Do.	100	3	...	300 0 0										
Do.	80	1	...	80 0 0	45—45—50—3 —95—1—115 —5—125	25	79 10 8	1,991 10 8	45—45—60—4 —140—5—150	25	90 8 0	2,262 8 0		
Do.	70	4	...	280 0 0										
Do.	60	5	...	300 0 0	200—10—300	1	266 10 8	266 10 8	200—10—250 —15—325	2	285 5 4	566 10 8		
Do.	50	7	...	350 0 0										
Do.	40	7	...	280 0 0	200—10—300	1	266 10 8	266 10 8	200—10—250 —15—325	2	285 5 4	566 10 8		
Do.	30	1	...	30 0 0										
Keeper of Records	150—10—250	1	216 10 8	216 10 8	200—10—300	1	266 10 8	266 10 8	200—10—250 —15—325	2	285 5 4	566 10 8		
Librarian	150—10—250	1	216 10 8	216 10 8	200—10—300	1	266 10 8	266 10 8	200—10—250 —15—325	2	285 5 4	566 10 8		
Court Keeper	150	1	...	150 0 0	200	1	...	200 0 0	225	1	225 0 0	225 0 0		
Shorthand Typist	30	4	...	120 0 0	15—1—100	4	70 10 8	282 10 8	50—3—125	4	81 4 0	325 0 0		
Total		218		23,845 0 0		218		30,628 5 4		218		34,054 10 8		

Official Receiver.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Assistant (cash)	200-10-250	1	237 8 0	237 8 0	1	287 8 0	287 8 0	1	337 8 0
Do. (correspondence.	150-10-200	1	187 8 0	187 8 0	1	237 8 0	237 8 0	1	262 8 0
Assistants	80	1	...	80 0 0					
Do.	70	1	...	70 0 0					
Do.	60	1	...	60 0 0					
Do.	50	1	...	50 0 0	7	77 8 0	542 8 0	7	633 8 0
Do.	40	2	...	80 0 0					
Do.	35	1	...	35 0 0					
Typist	30-2-50	1	43 5 4	43 5 4	1	70 10 8	70 10 8	2	162 8 0
Copyist	30-2-50	1	43 5 4	43 5 4	1	58 12 0	58 12 0	1	...
Bank Sircar	15-1-20	1	18 5 4	18 5 4	1	29 2 8	29 2 8	1	29 2 8
Total		12		905 0 0	12		1,226 1 4	12	1,425 2 8

XIX

Board of Revenue.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Upper Division.									
Head Assistants	350-30-500	1	462 8 0	462 8 0	1	512 0 0	512 0 0	1	560 0 0
Assistants	300	1	...	300 0 0	1	...	345 0 0	2	760 0 0
Do.	250	1	...	250 0 0					
Do.	200	2	...	400 0 0	7	230 0 0	1,610 0 0	6	1,380 8 0
Do.	150	2	...	300 0 0					
Do.	125	2	...	250 0 0					

Board of Revenue—concl'd.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA, BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
LOWER DIVISION.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Assistants	40—3—70—4 —110	20	75 0 0	1,500 0 0	45—45—50— 3—65—4— 105—5—140.	20	86 2 8	1,723 5 4	170—180 50—55—65—4 —105—5—150	2	179 0 0	358 0 0
Stenographer	100—10—150	1	137 8 0	137 8 0	80—6—175	1	129 1 4	129 1 4	100—5—125— 10—225.	1	173 0 0	173 0 0
Typists	50—2—70	3	30 0 0	150 0 0	45—3—100	1	70 10 8	70 10 8	50—3—125	3	81 4 0	243 12 0
Total		33		3,750 0 0		33		4,390 1 4		33		5,245 4 0

XX

Lady Adviser to the Court of Wards.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Clerk	60—4—100	1	86 10 8	86 10 8	45—45— 50—3—75—4 —105—5—140.	2	86 2 8	172 5 4	50—55—65—4 —105—5—150	2	98 5 4	196 10 8
Typist and Hindi Clerk	30—3—60	1	50 0 0	50 0 0								
Total		2		136 10 8		2		172 5 4		2		196 10 8

Director of Public Instruction.

UPPER DIVISION.		Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.	Rs.	A.	P.
Head Assistant	250—10—300	1	287	8	0	300—10—350	1	337	8	0	337	8	0	387	8	0
Assistant	250	1	250	0	0	250—25—300	2	295	0	0	590	0	0	677	8	0
Assistants	200	2	400	0	0											
Do.	175	2	350	0	0											
Do.	150	3	450	0	0	150—100—										
Do.	125	3	375	0	0	125—10—225	12	193	5	4	2,320	0	0	2,520	0	0
Do.	100	3	300	0	0	—15—300										
LOWER DIVISION.																
Assistants	80	4	320	0	0											
Do.	70	5	350	0	0											
Do.	60	7	420	0	0											
Do.	50	7	350	0	0	45—45—50—	36	77	8	0	2,790	0	0	3,258	0	0
Do.	40	5	200	0	0	3—110—5—										
Do.	30	4	120	0	0	120										
Probationers	25	4	100	0	0											
Stenographers	100—5—150	1	133	5	4	100—10—200	1	166	10	8	166	10	8	173	0	0
Ditto	50—5—100	1	83	5	4	80—5—175	1	129	1	4	129	1	4	129	1	4
Typists	50—2—70	2	126	10	8	45—1—100	2	70	10	8	141	5	4			
Do.	30—2—50	4	173	5	4	45—5—70	4	61	10	8	246	10	8	81	4	0
Total		59	4,789	2	8		59				6,721	4	0	7,632	9	4

Assistant Director of Public Instruction for Muhammadan Education.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA, BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Head Clerk	Rs. 100	1	...	Rs. A. P. 100	Rs. 125-10-225	1	Rs. A. P. 191 10 8	Rs. A. P. 191 10 8	Rs. 125-10-225	1	Rs. A. P. 191 10 8	Rs. A. P. 191 10 8		
Clerk	50	1	...	50	45-45-50 -3-110- 5-120	3	77 8 0	222 8 0	45-45-60-4 -140-5-150	3	90 8 0	271 8 0		
Do.	35	2	...	70										
Typist	30	1	...	30	45-1-70	1	61 10 8	61 10 8	50-3-125	1	81 4 0	75 4 0		
Total		5		250		5		485 13 4		5		544 6 8		

xxii

Office of the Director of Land Records.

Upper Division.	Rs.	No.	Rs. A.	Rs. A.	Rs.	No.	Rs. A.	Rs. A.	Rs.	No.	Rs. A.	Rs. A. P.
Head Assistant	2 0-10-250	1	237 8	237 8	250-10-300	1	287 8	287 8	300-124-350	1	340 0 0
Assistant	175-5-200	1	193 12	193 12	200-25-250	1	245 0	245 0	250-25-300	1	288 12 0
Do.	150-5-175	1	168 12	168 12								
Do.	125-5-150	2	143 12	287 8	100-100-125-10-200	4	182 8	730 0	100-100-125-10-225-15-300	4	210 0 0	840 0 0
Do.	100-5-125	1	118 12	118 12	-10-250	6		1,262 8		6		1,466 4 0

Lower Division.									
Assistant	...	80-4-100	1	95 0 0	95 0 0	150-5-175	1 168 12 0 168 12 0
Do.	60-4-80	2	75 0 0	150 0 0		
Do.	40-4-60	3	55 0 0	165 0 0	45-45-50-3 -110-5-120.	77 8 0	542 8 0	
Do.	30-2-40	1	37 8 0	37 8 0	45-45-60-4 -140-5-150.	7 90 8 0 633 8 0
Probationer (a)	...	25	1	...	25 0 0	
Draftsman (b)	...	40-4-60	1	55 0 0	55 0 0	50-4-100	75 0 0	75 0 0	
Shorthand allowance	...	20-30	1	30 0 0	30 0 0	20-30	...	30 0 0	30 0 0
Total	...		15		1,563 12 0			1,910 0 0	2,301 0 0

(a) Only to be filled up in case of prospective vacancy.
(b) Assistant with the qualification of draftsman.

Office of the Chief Engineer, Public Health Department.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Clerk	75-12-125	1	108 5 4	108 5 4	100-12-175	1	150 0 0	150 0 0	125-10-175	1
Accountant	80-7-150	1	125 10 8	125 10 8	100-10-200	1	166 10 8	166 10 8	125-15-200	1
Clerk ...	40-4-60	1	55 0 0	55 0 0	{ 45-45-50- 3-110-5 -120.	1	77 8 0	77 8 0	45-45-60-4- 140-5-150	1
Typist ...	30-3-45	1	40 0 0	40 0 0	45-2-70	1	61 10 8	61 10 8	50-3-125	1
Draftsman	60-8-100	1	90 0 0	90 0 0	90-5-140	1	123 5 4	123 5 4	90-5-140	1
Ditto	50-2-60	2	57 8 0	115 0 0	50-4-80	2	76 10 8	153 5 4	50-4-80	2
Total		7		535 0 0		7		732 8 0		7
									76 10 8	
										797 2 0

Office of the Commissioner of Excise and Salt.

xxiv

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BHADUR.				
Designation.	Pay.	No.	Average	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Superintendent	Rs. 200—10—250	1	Rs. A. P. 237 8 0	Rs. A. P. 237 8 0	Rs. 250—10—300	1	Rs. A. P. 287 8 0	Rs. A. P. 287 8 0	Rs. 300—10—350	1	Rs. A. P. 337 8 0	Rs. A. P. 337 8 0
Assistant	200	1	...	200 0 0	200—10—250	1	237 8 0	237 0 0	225—25—300	1	288 12 0	288 12 0
Do.	150	1	...	150 0 0								
Do.	125	1	...	125 0 0	125—15—200	4	175 0 0	700 0 0	150—10—250	4	216 10 8	866 10 8
Do.	100	2	...	200 0 0								
Do.	80	2	...	160 0 0								
Do.	70	3	...	210 0 0								
Do.	60	4	...	240 0 0								
Do.	50	6	...	300 0 0	45—45—50— 3—110—5— 120	22	77 0 0	1,705 0 0	45—45—60— 4—140—5— 150	22	90 8 0	1,991 0 0
Do.	40	5	...	200 0 0								
Do.	30	2	...	60 0 0								
Stenographer	80—4—120	1	106 10 8	106 10 8	80—5—175	1	129 1 4	129 1 4	80—5—175	1	129 1 4	129 1 4
Total		29		2,189 2 8		29		3,059 1 4		29		3,613 0 0

Office of the Commissioner of Police Calcutta.

[illegible]

Inspector-General of Police.

xxvi

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.												
Registrar	Rs. 400—10—500	1	Rs. A. P. 456 10 8	Rs. A. P. 466 10 8	Rs. 400—20—600	1	Rs. A. P. 533 5 4	Rs. A. P. 533 5 4	Rs. 500—50—600	1	Rs. A. P. ...	Rs. A. P. 590 0 0
Head Assistants	300—20—400	1	375 0 0	375 0 0	350—10—400	1	387 8 0	387 8 0	400—25—500	1	...	480 0 0
Assistant	250	2	...	500 0 0	250—25—300	3	287 8 0	862 8 0	275—25—350	3	338 12 0	1,016 4 0
Do.	200	2	...	400 0 0								
Do.	175	4	...	700 0 0	100—100— 125—10—225 —15—300	15	193 5 4	2,900 0 0	100—100— 125—10—225— 15—300.	15	210 0 0	3,150 0 0
Do.	150	3	...	450 0 0								
Do.	125	3	...	375 0 0								
Do.	100	4	...	400 0 0								
LOWER DIVISION.												
Assistants	80	4	...	320 0 0	45—45—50— 3—65—4— 125.	17	82 5 4	1,399 10 8	45—45—60—4 —140—5—150.	17	90 8 0	1,536 8 0
Do.	70	2	...	140 0 0								
Do.	60	5	...	300 0 0								
Do.	50	6	...	300 0 0								
Stenographer	110—10—160	1	147 8 0	147 8 0	100—10—200	1	166 10 8	166 10 8	100—5—125—10— —225.	1	173 0 0	173 0 0
Do.	50—5—100	1	83 5 4	83 5 4	80—5—115	1	129 1 4	129 1 4	80—5—175	1	129 1 4	129 1 4
Typist	50—2—70	1	63 5 4	63 5 4	45—3—100	1	70 10 8	70 10 8	50—3—125	3	81 4 0	243 12 0
Do.	30—2—50	2	43 5 4	86 10 8	45—3—70	2	61 10 8	123 5 4				
Total		42		5,064 2 8		42		6,572 12 0		42		7,318 9 4

Deputy Inspector-General, C. I. D.

	Rs.		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs. A. P.
Superintendent	200	1	...	200 0 0	225-10-275	1	262 8 0	262 8 0	250-24-300	1	...	290 0 0	290 0 0	290 0 0	
Assistant	125	1	...	125 0 0											
Do.	100	1	...	100 0 0	125-10-225	2	191 10 8	383 5 4	125-10-225	2	191 10 8	383 5 4	383 5 4		
Do.	80	1	...	80 0 0											
Do.	70	4	...	280 0 0											
Do.	60	2	...	120 0 0	40-40-45 -5-100	12	66 0 0	792 0 0	40-45-55-3 -85-4-125	12	79 10 8	956 0 0	956 0 0		
Do.	50	2	...	100 0 0											
Do.	40	1	...	40 0 0											
Do.	30	2	...	60 0 0											
Stenographer	100-10-150	1	137 8 0	137 8 0	100-10-200	1	166 10 8	166 10 8	100-5-125- 10-225	1	173 0 0	173 0 0	173 0 0		
Typists	30-2-50	2	43 5 4	86 10 8	45-1-70	2	61 10 8	123 5 4	50-3-125	2	81 4 0	162 8 0	162 8 0		
Total		18		1,329 2 9		18		1,727 13 4		18		1,964 13 4	1,964 13 4		

Deputy Inspector-General, Presidency Range.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY BAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Head Assistant	Rs. 150	1	...	Rs. A. P. 150 0 0	Rs. 125-10-225 40-40-45- 2-100	1	Rs. A. P. 191 10 8	Rs. A. P. 191 10 8	Rs. 150-10-250	1	Rs. A. P. 216 10 8	Rs. A. P. 216 10 8		
Assistant	70	1	...	70 0 0		7	66 0 0	462 0 0	40-45-50-3- 80-4-120	125-5-150	1	143 12 0	143 12 0	
Do.	60	1	...	60 0 0						6	77 5 4	464 0 0		
Do.	50	2	...	100 0 0										
Do.	40	1	...	40 0 0										
Do.	30	2	...	60 0 0										
Total	...	8		480 0 0		8		653 10 8		8		824 6 8		

Deputy Inspector-General, Burdwan Range.

Designation.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.
Head Assistant	125	1	...	Rs. A. P. 125 0 0	Rs. 125-10-225	1	Rs. A. P. 191 10 8	Rs. A. P. 191 10 8	Rs. 150-10-250	1	Rs. A. P. 216 10 8	Rs. A. P. 216 10 8
Assistant	80	1	...	80 0 0	40-40-45- 2-100	7	66 0 0	462 0 0	125-5-150	1	143 12 0	143 12 0
Do.	60	1	...	60 0 0					40-45-50-3- 80-4-120	6	77 5 4	464 0 0
Do.	50	2	...	100 0 0								
Do.	40	1	...	40 0 0								
Do.	30	2	...	60 0 0								
Total	...	8		465 0 0		8		653 10 8		8		824 6 8

Deputy Inspector-General, Rajshahi Range.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs. 150	1	...	Rs. 150	Rs. 125-10-225	1	Rs. A. P. 191 10 8	Rs. A. P. 191 10 8	Rs. 150-10-250	1	Rs. A. P. 216 10 8	Rs. A. P. 216 10 8
Assistant	80	1	...	80	} 40-40-45-50-50-100	7	66 0 0	462 0 0	125-5-150	1	143 12 0	143 12 0
Ditto	60	2	...	120								
Ditto	50	1	...	50					40-45-50-3	6	77 5 4	464 0 0
Ditto	40	1	...	40	-80-4-120	8	653 10 8	824 6 8				
Ditto	30	2	...	60								
Total		8		500								

District Superintendents of Police, Rajshahi Range.

Designation.	Ra.	No.	Average.	Total.	Ra.	No.	Average.	Total.	Ra.	No.	Average.	Total.	Ra.	No.	Average.	Total.
Head Clerks	90	3	...	270	100-8-140	10	130 0 0	1,300 0 0	125-7-160	10	151 4 0	1,512 8 0				
Ditto	80	7	...	560												
Accountants	60	4	...	240	80-3-100	10	93 5 4	933 5 4	100-4-120	10	115 0 0	1,150 0 0				
Ditto	50	6	...	300												
Clerks	50	2	...	100												
Do.	45	4	...	180												
Do.	40	9	...	360	35-35-40-2	51	54 8 0	2,779 8 0	35-40-50-2	51	65 5 4	3,332 0 0				
Do.	35	11	...	385	-68-1-80				-70-3-100							
Do.	30	19	...	570												
Probationers	15	6	...	90												
Total		71		3,055		71		5,012 13 4		71		5,994 8 0				

District Superintendents of Police, Dacca Range.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerks ...	Ra. 100	2	Ra. 200	} 100-8-140	3	130 0 0	390 0 0	125-7-160	3	151 4 0	453 12 0
Ditto ...	90	1	90								
Accountants ...	70	2	140								
Ditto ...	60	1	60	} 80-4-100	4	93 5 4	373 5 4	160-4-120	4	115 0 0	460 0 0
Ditto ...	50	1	50								
Clerks ...	50	6	300	} 35-35-10-2-68-3-80	31	54 8 0	1,689 8 0	35-40-50-2-70-3-100	31	65 5 4	2,025 5 4
Do. ...	45	1	45								
Do. ...	40	4	160								
Do. ...	35	5	175	} 35-35-10-2-68-3-80	38	54 8 0	1,689 8 0	35-40-50-2-70-3-100	38	65 5 4	2,025 5 4
Do. ...	30	15	450								
Total ...		38		1,670				2,452 13 4		38		2,939 1 4

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District Superintendents of Police, Burdwan Range.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerks	Rs. 100	3	Rs. A. P. 300 0 0	} 100-8-140	7	130 0 0	910 0 0	Rs. 125-7-160	7	151 4 0	1,058 12 0
Ditto ...	80	2	160 0 0		7	93 5 4	653 5 4	100-4-120	7	115 0 0	805 0 0
Ditto ...	70	2	140 0 0		7	54 8 0	2,943 0 0	35-40-50-2 -70-3-100	54	65 5 4	3,528 0 0
Accountants	70	1	70 0 0		68		4,506 5 4		68		5,391 12 0
Ditto	60	2	120 0 0	} 80-4-100	7	93 5 4	653 5 4	100-4-120	7	115 0 0	805 0 0
Ditto	50	4	200 0 0		7						
Clerks ...	50	8	400 0 0		7						
Do. ...	45	3	135 0 0		7						
Do. ...	40	7	280 0 0	} 35-35-40-2 -68-1-80	54	54 8 0	2,943 0 0	35-40-50-2 -70-3-100	54	65 5 4	3,528 0 0
Do. ...	35	10	350 0 0		54						
Do. ...	30	7	210 0 0		54						
Do. ...	25	13	325 0 0		54						
Probationers	10	6	60 0 0		68						
Total		68		2,750 0 0		68		4,506 5 4		68		5,391 12 0

Intelligence Branch (Criminal Investigation Department).

	Rs.	No.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	No.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	No.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Registrar	500—20—700	1	633 5 4	633 5 4	633 5 4	500—20—700	1	633 5 4	633 5 4	633 5 4					
Assistants	250—10—300	2	287 8 0	577 0 0	675 0 0	300—10—350	2	337 8 0	675 0 0						
Ditto	200—10—250	3	277 8 0	712 8 0											
Ditto	150—5—200	4	183 5 4	733 5 4											
Ditto	125—5—150	4	143 12 0	575 0 0	2,800 0 0	100—100—125 —125—260— 10—300	15	186 10 8	2,800 0 0						
Ditto	100—5—125	3	118 12 0	356 4 0											
Accountant	100—5—150	1	133 5 4	133 5 4											
Steno-typist	150—5—200	1	183 5 4	183 5 4	233 5 4	200—5—250	1	233 5 4	233 5 4						
Typists	125—5—150	1	143 12 0	143 12 0	168 12 0	150—5—175	1	168 12 0	168 12 0						
Do. ...	100—5—125	2	118 12 0	237 8 0	287 8 0	125—5—150	2	143 12 0	287 8 0						
Total		22		4,283 5 4	4,797 14 8		22		4,797 14 8						

No change

Special Branch, Commissioner of Police Office.

Designation.	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total	Pay.	No.	Average	Total	Pay.	No.	Average.	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs. 250—10—300	1	Rs. A P. 283 5 4	Rs. A P. 283 5 4	Rs. 300—10—350	1	Rs. A P. 333 5 4	Rs. A P. 333 5 4	Rs		Rs A. P.	Rs A P
Assistant	200—10—250	2	233 5 4	566 10 8								
Ditto	150—10—200	1	183 5 4	183 5 4	100—100 125—10— 260—10— 300.	6	186 10 8	1,120 0 0	No change.			
Ditto	125—10—150	3	141 10 8	425 0 0								
Ditto	70	1	70 0 0	100	1	190 0 0				
Typist	100—10—125	1	116 10 8	116 10 8	125—10—150	1	141 10 8	141 10 8				
Total		9		1,455 0 0		9		1,695 0 0				

Office of the Director of Surveys, Bengal.

	Ra.	Rs. A. P.	Rs. A. P.	Ra.	Rs. A. P.	Rs. A. P.	Ra.	Rs. A. P.	Rs. A. P.	Ra.	Rs. A. P.
Personal Assistant ...	300-10-400	1	366 10 8	300-10-400	1	366 10 8	350-20-450	1	425 0 0		
Head Assistant ...	150-10-200	1	187 8 0	150-10-200	1	187 8 0	175-15-250	1	231 4 0		
Assistants ...	80-5-100	2	96 0 0	125-5-150	2	143 12 0	120-8-160	2	150 0 0		
Ditto ...	35-1-80	17	59 0 0	45-45-50 -3-110-5 -120	17	77 8 0	45-50-60-4 -140-5-150	17	90 8 0		
Total ...		21	1,749 2 8		21	2,159 2 8		21	2,494 12 0		

Traverse Sections and Drawing Office.

I agree.

Office of the Surgeon-General.

	Ra.	Rs. A. P.	Rs. A. P.	Ra.	Rs. A. P.	Rs. A. P.	Ra.	Rs. A. P.	Rs. A. P.	Ra.	Rs. A. P.
Head Assistant ...	200-10-250	1	237 8 0	250-10-300	1	287 8 0	300-10-350	1	337 8 0		
Assistant ...	200	1	200 0 0	200-10-250	1	237 8 0	225-25-300	1	288 12 0		
Ditto ...	150	1	150 0 0	125-1-200	3	175 0 0	150-10-250	3	216 10 8		
Ditto ...	100	2	200 0 0								
Ditto ...	80	3	240 0 0								
Ditto ...	60	4	240 0 0								
Ditto ...	50	5	250 0 0								
Ditto ...	40	4	160 0 0	45-45-50-3 -110-5-120	21	77 8 0	45-50-60-4 -140-5-150	21	90 8 0		
Ditto ...	30	3	90 0 0								
Probationers ...	25	2	50 0 0								
Total ...		26	1,817 8		26	2,677 8 0		26	3,176 12 0		

XXXVII

Office of the Inspector-General of Prison

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Personal Assistant ...	Rs. 300—20—500	1	Rs. A. P. 433 5 4	Rs. A. P. 433 5 4	Rs. 400—20—600	1	Rs. A. P. 533 5 4	Rs. A. P. 533 5 4	Rs. 400—50—600	1	Rs. A. P. 560 0 0	Rs. A. P. 560 0 0
Head Assistant ...	Rs. 150—10—200	1	Rs. A. P. 187 8 0	Rs. A. P. 187 8 0	Rs. 200—10—250	1	Rs. A. P. 237 8 0	Rs. A. P. 237 8 0	Rs. 225—10—275	1	Rs. A. P. 262 8 0	Rs. A. P. 262 8 0
Clerk ...	150	1	150 0 0	125—15—200	2	Rs. A. P. 175 0 0	300 0 0	150—10—250	2	Rs. A. P. 216 10 8	433 5 4
Ditto ...	100	1	100 0 0								
Ditto ...	90	1	90 0 0	45—45—50—3—110—5—120	20	Rs. A. P. 77 8 0	1,550 0 0	45—50—60—4—140—5—150	19	Rs. A. P. 90 8 0	1,719 8 0
Ditto ...	80	2	160 0 0								
Ditto ...	70	3	210 0 0								
Ditto ...	60	4	240 0 0	200—10—250	1	Rs. A. P. 237 8 0	237 8 0	225—10—275	1	Rs. A. P. 262 8 0	262 8 0
Ditto ...	50	4	200 0 0								
Ditto ...	40	3	120 0 0								
Ditto ...	30	3	90 0 0	25	25	2,168 5 4	2,858 5 4		25	3,406 9 4	
Travelling Auditor ...	Rs. 150—10—200	1	Rs. A. P. 187 8 0	Rs. A. P. 187 8 0								
Total ...		25		2,168 5 4				2,858 5 4		25		3,406 9 4

XXXXVIII

Office of the Inspector-General of Registration.

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Upper Division.		Rs.		Rs. A. P.	Rs.		Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk	...	150—10—200	1	187 8 0	200—10—250	1	237 8 0	225—10—275	1	262 8 0	262 8 0
Clerk	...	150	1							
Ditto	...	125	2	125—15—200	5	175 0 0	150—10—250	5	216 10 8	1,083 5 4
Ditto	...	100	2							
Lower Division.											
Clerks	...	80	2							
Ditto	...	70	3							
Ditto	...	60	5							
Ditto	...	50	5	45—45—50— 3—110—5—120	25	77 8 0	45—50—60—4 —140—5—150	25	90 8 0	2,262 8 0
Ditto	...	40	4							
Ditto	...	30	4							
Probationers	...	25	2							
Shorthand Typist	...	80—4—120	1	106 10 8	80—5—175	1	129 1 4	80—5—175	1	129 1 4	129 1 4
Total	...		32			32	3,179 1 4		32		3,737 6 8

Office of the Director of Public Health.

Designation	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR			
	Pay.	No	Average	Total.	Pay	No	Average.	Total.	Pay	No	Average	Total
1	2	3	4	5	6	7	8	9	10	11	12	13
Personal Assistant ...	Rs. 300—20—500	1	433 5 4	433 5 4	400—20—600	1	533 5 4	533 5 4	Rs 400—50—600	1	560 0 0	560 0 0
Head Assistant ...	150—10—200	1	187 8 0	187 8 0	200—10—250	1	237 8 0	237 8 0	225—10—275	1	262 8 0	262 8 0
Clerk ...	125	1	125 0 0	125—1—200	3	175 0 0	525 0 0	150—10—250	3	216 10 8	650 0 0
Do. ...	100	2	200 0 0								
Do. ...	80	3	240 0 0	45—45—50— 3—110—5 —120	18	77 8 0	1395 0 0	45—50—60—4— 140—5—150	18	90 8 0	1,629 0 0
Do. ...	70	2	140 0 0								
Do. ...	60	3	180 0 0								
Do. ...	50	4	200 0 0								
Do. ...	40	4	160 0 0	60—2—80	1	73 5 4	73 5 4	60—2—80	1	73 5 4	73 5 4
Do. ...	30	1	30 0 0								
Probationer	25	1	25 0 0								
Draftsman	50	1	50 0 0								
Total		24		1,970 13 4		24		2,764 2 8		24		3,174 13 4

Registrar, Co-operative Societies, Calcutta Office.

xli

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Assistant	150—10—250	1	216 10 8	150—10—250	1	216 10 8	250—10—300	1	287 8 0
Assistant.	150	1	125—5—140	3	200—10—250	1	237 8 0
Do.	75—5—100	2	93 12 0	125—5—140	3	137 12 0	120—8—160	2	300 0 0
Do.	70	2						
Do.	60	3						
Do.	50	2						
Do.	40	3	45—45—50— 3—110—5— 120	14	77 8 0	45—50—60— —4—140—5— —150	14	1,267 0 0
Do.	35	1						
Do.	30	1						
Probationers	25	2						
Shorthand-writer.	80—4—120	1	106 10 8	80—5—175	1	129 1 4	80—5—175	1	129 1 4
Typist	30—2—50	1	43 5 4	45—3—70	1	61 10 8	50—3—125	1	81 4 0
Total		20	1,359 2 8		20	1,917 14 8		20	2,302 5 4

Assistant Registrar, Co-operative Societies, Dacca Office.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. O. MITTER BHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs. 75-5-100	1	Rs. A. P. 93 12 0	Rs. A. P. 93 12 0	Rs. 115-5-140	1	Rs. A. P. 133 12 0	Rs. A. P. 133 12 0	Rs. 120-8-100	1	Rs. A. P.	Rs. A. P. 150 0 0
Assistant	70	1	70 0 0								
Ditto	50	1	50 0 0								
Ditto	40	1	40 0 0	40-40-45-100	5	66 0 0	330 0 0	40-45-50-80-4-120	5	77 5 4	386 10 8
Ditto	35	1	35 0 0								
Probationer	25	1	25 0 0								
Typist	30-2-50	1	43 5 4	43 5 4	45-1-70	1	61 10 8	61 10 8	45-1-100	1	70 10 8
Total		7		357 1 4		7		525 6 8		7		507 5 4

Assistant Registrar, Co-operative Societies, Naggaon Office.

Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.
75-5-100	1	73 12 0	115-5-140	1	133 12 0	120-8-160	1	150 0 0	
50	2	100 0 0							
40	1	40 0 0	40-40-45-1	4	264 0 0	40-45-50-3	4	309 5 4	
35	1	35 0 0	-100			-80-4-120			
50-2-50	1	43 5 4	45-1-70	1	61 10 8	45-1-100	1	70 10 8	
	6	312 1 4		6	459 6 8		6	530 0 0	

Office of the Superintendent, Civil Veterinary Department.

	Rs.	Ra. A. P.	Ra. A. P.	Rs.	Ra. A. P.	Ra. A. P.	Rs.	Ra. A. P.	Ra. A. P.
Head Clerk	90-10-150	1	134 0 0	100-10-150	1	137 8 0	125-10-175	1	162 8 0
Accountant	30-3-75	1	56 4 0						
Clerk	70-4-90	1	85 0 0	45-45-50- 3-110-5- 120	4	77 8 0	45-50-60-4 -140-5-150	4	362 0 0
Ditto	30-3-60	2	50 0 0						
Typist	30-2-50	1	43 5 4	45-1-70	1	61 10 8	50-3-125	1	81 4 0
Total		6	418 9 4		6	509 2 8		6	605 12 0

Office of the Legal Remembrancer.

	Rs.	Rs.	Ra. A. P.	Rs.	Ra. A. P.	Ra. A. P.	Rs.	Ra. A. P.	Ra. A. P.
Head Assistant	250	1	275-10-325	1	312 8 0	300-2-350	1	340 0 0
Assistant	130	1	125-1- 200	1	175 0 0	125-10-225	1	191 10 8
Ditto	80	2						
Ditto	60	1						
Ditto	50	1	45-45-50- 3-110-5- 120	7	77 8 0	45-50-60-4 -140-5- 150	7	633 8 0
Ditto	40	2						
Ditto	30	1						
Total		9			9	1,030 0 0		9	1,165 2 8

Office of the Registrar, Joint-Stock Companies.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerk ...	Rs. 60-4-80	1	Rs. A. 75 0	Rs. A. 75 0	Rs. 80-4-110	1	Rs. 105	Rs. 105	Rs. 100-10-150	1	Rs. A. P. ...	Rs. A. 137 8
Clerk ...	50-2-60	1	57 8	57 8								
Ditto ...	40-2-50	2	47 8	95 0	40-40- 45-2-85	9	61	549	40-45-50-3 -80-3-110	9	72 10 8	654 0
Ditto ...	30-2-40	5	37 8	187 8								
Cashier ...	40-2-50	1	47 8	47 8								
Total ...		10		462 8		1		654		10		791 8

Office of the Agent for Government Consignments, Calcutta.

	Rs.		Rs. A. P.	Rs. A.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Personal Assistant ...	250-10-300	1	287 8 0	287 8	275-10-325	1	312 8 0	312 8 0	275-10-325	1	212 8 0	312 8 0
Head Clerk	120-5-175	1	155 12 0	155 12	150-5-200	1	183 5 4	183 5 4	150-5-200	1	183 5 4	183 5 4
Clerk ...	90-2-100	2	97 8 0	195 0	125-5-150	1	143 12 0
Do. ...	75-2-85	3	82 8 0	247 8								
Do. ...	60-2-70	5	67 8 0	337 8								
Do. ...	45-2-55	4	52 8 0	210 0	45-45- 50-3-110- 5-120	18	77 8 0	1,395 0 0	45-45- 50-3-110- 5-120	17	77 8 0	1,317 8 0
Do. ...	30-2-40	3	37 8 0	112 8								
Probationer	30	1	30 0								
Sarkars ...	20-1-30	6	26 10 8	160 0	25-1-35	6	29 2 8	175 0 0	35-1-55	6	45 0 0	270 0 0
Total		26		1,735 12		26		2,025 13 4		26		2,227 1 0

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**Offices of the Protector of Emigrants, Calcutta, and of the Embarkation Agent and Superintendent of Emigrants, Goalundo.
Protector of Emigrants, Calcutta.**

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER PAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerk	Rs. 125—10—175	1	Rs. A. P. 162 8 0	Rs. A. P. 162 8 0	Rs. 175—10—225	1	Rs. A. P. 212 8 0	Rs. A. P. 212 8 0	Rs. 175—15—250	1	Rs. A. P.	Rs. A. P. 231 4 0
Clerk	100—5—125	1	118 12 0	118 12	125—10—175	1	162 8 0	162 8 0	150—5—175	1	168 12 0	168 12 0
Do.	90	1	90 0 0	125—5—150	1	143 12 0	143 12 0
Do.	80	1	80 0 0
Do.	65	2	130 0 0
Do.	50	3	150 0 0	45—45—50 —3—110—5— 120	11	77 8 0	852 8 0	45—45—50—3 —110—5—120	10	77 8 0	775 0 0
Do.	40	2	80 0 0
Do.	30	2	60 0 0
Collecting Sarcar	15—1—20	1	18 5 4	18 5 4	25—1—35	1	29 2 8	29 2 8	25—1—40	1	33 12 0	33 12 0
Total	...	14	...	889 9 4	...	14	...	1,256 10 8	...	14	...	1,352 8 0

Embarkation Agent and Assistant Superintendent of Emigrants, Goalundo. I agree.

Office of the Director of Fisheries, Bengal, Bihar and Orissa.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk ...	80-5-150	1	122 0 0	122 0 0	125-5-175	1	158 5 4	158 5 4	150-5-200	1	183 5 4
Clerk ...	60-2-100	1	80 0 0	80 0 0	45-45- 50-3-110 -5-120	2	77 8 0	155 0 0	45-50-60-4 -140-5-150	2	90 8	181 0 0
Typist Accountant ...	40-2-80	1	50 0 0	60 0 0								
Typist ...	30-2-50	1	43 5 4	43 5 4	45-3-70	1	61 10 8	61 10 8	50-3 125	1	81 4 0
Total ...		4		305 5 4		4		375 0 0		4		545 9 4

Office of the Municipal Magistrate, Calcutta.

	Rs.		Rs. A.	Rs. A.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk ...	80-4-100	1	95 0	95 0	125-5-175	1	158 5 4	158 5 4	125-5-175	1	158 5 4	158 5 4
2nd Clerk and Cashier	50-2-60	1	57 8	57 8								
3rd Clerk and Peshkar	40-2-50	1	47 8	47 8								
Peshkar (2nd Court) ...	40-2-50	1	47 8	47 8								
4th Clerk and Record-keeper.	35-1-40	1	38 12	38 12	40-40- 45-5-100	11	66 0 0	725 0 0	40-45-50-3 -80-3-110	11	72 10 8	799 5 4
Clerks ...	35-1-40	2	38 12	38 12								
Assistant Cashier	35-1-40	1	38 12	38 12								
Clerks ...	30	3								
Summons Writer ...	30	1								
Total ...		12		522 8		12		884 5 4		12		957 10 8

Port Officer and Engineer and Ship-Surveyor, Calcutta.

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Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BARADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Chief Clerk ...	200—10—300	1	266 10 8	266 10 8	200—10—300	1	266 10 8	266 10 8	200—10—300	1	266 10 8	266 10 8
Wreck Chart Clerk ...	140—5—160	1	156 0 0	156 0 0	140—5—160	1	156 0 0	156 0 0	140—5—160	1	156 0 0	156 0 0
Clearance Clerk ...	120—4—140	1	135 0 0	135 0 0	140—5—160	1	156 0 0	156 0 0	140—5—160	1	156 0 0	156 0 0
Second Clerk ...	100—4—120	1	115 0 0	115 0 0	120—4—140	1	135 0 0	135 0 0	120—4—140	1	135 0 0	135 0 0
Bill Clerk ...	80—4—100	1	95 0 0	95 0 0	100—4—120	1	115 0 0	115 0 0	100—4—120	1	115 0 0	115 0 0
Head Clerk of Engineer and Ship-Surveyor.	100—4—120	1	115 0 0	115 0 0	120—4—140	1	135 0 0	135 0 0	120—4—140	1	135 0 0	135 0 0
Assistant Clearance Clerk.	60—2—80	2	73 5 4	146 10 8								
Assistant Bill Clerk ...	60—2—80	1	73 5 4	73 5 4								
Reference and Record Clerk.	60—2—80	1	73 5 4	73 5 4								
Second Clerk of Engineer and Ship-Surveyor.	60—2—80	1	73 5 4	73 5 4								
Indent Clerk ...	40—2—60	1	53 5 4	53 5 4	40—40—45— $\frac{1}{2}$ —100.	11	65 0 0	726 0 0	40—45—50— $\frac{1}{2}$ —80—3—110	11	72 10 8	799 5 4
Certificate Clerk ...	40—2—60	1	53 5 4	53 5 4								
Banking Clerk ...	40—2—60	1	53 5 4	53 5 4								
Third Clerk of Engineer and Ship-Surveyor.	40—2—60	1	53 5 4	53 5 4								
Despatcher ...	30—2—40	1	37 8 0	37 8 0								
Assistant Reference Clerk.	30—2—40	1	37 8 0	37 8 0								
Typists ...	40—2—50	2	47 8 0	95 0 0	45— $\frac{1}{2}$ —70	2	61 10 8	123 5 4	50— $\frac{1}{2}$ —100	2	75 0 0	150 0 0
Total ...		19		1,632 10 8		19		1,813 0 0		19		1,913 0 0

Head Shipping Office, Calcutta.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Assistant ...	150—10—250	1	216 10 8	150—10 250	1	216 10 8	200—10—300	1	266 10 8
Accountant ...	160—5—120	1	116 0 0	100—5—120	1	116 0 0	120—4—140	1	135 0 0
Second Assistant ...	80—5—100	1	95 0 0	85—3—100	1	96 4 0	100—4—120	1	115 0 0
Shipping Clerk (English Department).	60—4—80	1	75 0 0						
Record Clerk ...	50—2—60	1	57 8 0						
Shipping Clerk (Native Department).	50—2—60	1	57 8 0						
Assistant Shipping Clerk.	40—2—50	1	47 8 0	40—40—45—2—85	8	61 0 0	40—45—50—3—80—4—120	8	77 5 4
Assistant Accountant	40—2—50	1	47 8 0						618 10 8
Assistant Record Clerk	40—2—50	1	47 8 0						
Copyist and Despatcher	30—2—40	1	37 8 0						
Probationer ...	30	1	30 0 0						
Typist ...	40—2—50	1	47 8 0	45—2—70	1	61 10 8	50—2—100	1	75 0 0
Total ...		12	875 2 8		12		976 9 4	12	1,210 5 4

Branch Shipping Office, Kidderpore.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Superintendent ...	Rs. 175-10-275	1	Rs. A. P. 241 10 8	Rs. A. P. 241 10 8	Rs. 175-10-275	1	Rs. A. P. 241 10 8	Rs. A. P. 241 10 8	Rs. 175-10-275	1	Rs. A. P. 241 10 8	Rs. A. P. 241 10 8
Head Clerk and Accountant.	Rs. 100-5-120	1	Rs. A. P. 116 0 0	Rs. A. P. 116 0 0	Rs. 100-5-120	1	Rs. A. P. 116 0 0	Rs. A. P. 116 0 0	Rs. 100-5-120	1	Rs. A. P. 116 0 0	Rs. A. P. 116 0 0
Senior Shipping Clerk	Rs. 60-4-80	1	Rs. A. P. 75 0 0	Rs. A. P. 75 0 0								
Head Certificate Clerk	Rs. 60-4-80	1	Rs. A. P. 75 0 0	Rs. A. P. 75 0 0								
Junior Shipping Clerk	Rs. 50-2-60	1	Rs. A. P. 57 8 0	Rs. A. P. 57 8 0								
2nd Certificate Clerk...	Rs. 50-2-60	1	Rs. A. P. 57 8 0	Rs. A. P. 57 8 0	Rs. 40-40-45-2-85	7	Rs. A. P. 61 0 0	Rs. A. P. 427 0 0	Rs. 40-45-50-3-80-3-110	7	Rs. A. P. 72 10 8	Rs. A. P. 508 10 8
Record or Banking Clerk.	Rs. 50-2-60	1	Rs. A. P. 57 8 0	Rs. A. P. 57 8 0								
Measuring Clerk ...	Rs. 40-2-50	1	Rs. A. P. 47 8 0	Rs. A. P. 47 8 0								
Probationer ...	Rs. 30	1	...	Rs. A. P. 30 0 0								
Copyists ...	Rs. 40-2-50	3	Rs. A. P. 47 8 0	Rs. A. P. 142 8 0	Rs. 40-2-50	3	Rs. A. P. 47 8 0	Rs. A. P. 142 8 0	Rs. 40-2-50	3	Rs. A. P. 47 8 0	Rs. A. P. 142 8 0
Ditto ...	Rs. 30-2-40	3	Rs. A. P. 37 8 0	Rs. A. P. 112 8 0	Rs. 35-1-40	3	Rs. A. P. 38 12 0	Rs. A. P. 116 4 0	Rs. 35-1-40	3	Rs. A. P. 39 12 0	Rs. A. P. 119 4 0
Total ...		15		Rs. A. P. 1,012 10 8		15		Rs. A. P. 1,043 6 8		15		Rs. A. P. 1,128 1 4

Leadmen's quarters.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Accountant ...	Rs. 30-1-40	1	Rs. A. P. 36 10 8	Rs. A. P. 36 10 8	Rs. 40-40-45-2-85	1	Rs. A. P. 61 0 0	Rs. A. P. 61 0 0	Rs. 40-45-50-2-70-3-100	1	Rs. A. P. 68 0 0	Rs. A. P. 68 0 0

Office of the Chief Presidency Magistrate, Calcutta.

	Rs.	Rs. A.	Rs. A.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.		
Registrar	200—10—250	1	237 8	237 8	250—10—300	1	287 8 0	287 8 0	300—10—350	1	337 8 0	337 8 0
Interpreter	125—5—150	1	143 12	143 12								
Ditto	100—5—125	2	118 12	237 8	110—5—150 —10—200	4	164 0 0	656 0 0	100—10—250	4	187 8 0	750 0 0
Ditto	80—4—100	1	95 0	95 0								
Clerks	80—4—100	2	95 0	190 0								
Do.	60—4—80	4	75 0	300 0	100—4—140	7	126 10 8	886 10 8	100—10—150	7	137 8 0	962 8 0
Do.	75	1	75 0								
Do.	60	4	240 0								
Do.	50	11	550 0								
Do.	40	10	400 0	40—40—45 —100	35	66 0 0	2,310 0 0	35—40—50—2 —70—3—100	35	65 5 4	2,286 10 8
Do.	30	6	180 0								
Probationers	15	4	60 0								
Poddar	15	2	30 0	20—1—30	2	25 0 0	50 0 0	20—1—35	2	28 12 0	57 8 0
Total		49		2,738 12		49		4,190 2 8		49		4,394 2 8

Office of the Director of Industries.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER UAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.												
Clerks ...	Rs. 120—10—350	34	Rs. A. P. 223 8 0	Rs. A. P. 7,599 0 0	Rs. 130—10—350	34	Rs. A. P. 232 10 8	Rs. A. P. 7,910 10 8	Rs. 130—10—350	34	Rs. A. P. 232 10 8	Rs. A. P. 7,910 10 8
Accountant	150—5—200	1	183 5 4	183 5 4	150—5—200	1	183 5 4	183 5 4	150—5—200	1	183 5 6	183 5 4
Caretaker	100	1	100 0 0	100	1	100 0 0	100	1	100 0 0
Stenographer	100—10—200	1	166 10 8	166 10 8	100—10—200	1	166 10 8	166 10 8	100—10—200	1	166 10 8	166 10 8
Ditto	100—5—125	1	118 12 0	118 12 0	100—5—125	1	118 12 0	118 12 0	100—5—125	1	118 12 0	118 12 0
Ditto	50—10—100	2	87 8 0	175 0 0	50—10—100	2	87 8 0	175 0 0	50—10—100	2	87 8 0	175 0 0
LOWER DIVISION.												
Clerks ...	40—3—70	17	60 0 0	1,020 0 0	45—45—50—3 —110—5—120	78	77 8 0	6,045 0 0	45—50—60—4 —140—5—150	78	90 8 0	7,059 0 0
Do. ...	70—3—100	34	90 0 0	3,060 0 0								
Do. ...	100—3—115	17	111 4 0	1,891 4 0								
Probationers	30	10	300 0 0								
Duffries	25— $\frac{1}{2}$ —30	4	28 5 4	113 5 4	25— $\frac{1}{2}$ —30	4	28 5 4	113 5 4	25— $\frac{1}{2}$ —30	4	28 5 4	113 5 4
Total		122		14,729 5 4		122		14,812 12 0		122		15,826 12 0

Bengal Veterinary College, Calcutta.

	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Clerk ...	80-5-130	1	113 5 4	113 5 4	1	143 5 4	143 5 4	125-10-175	1	162 8 0
Accountant ...	70-5-120	1	103 5 4	103 5 4						
Manager of Hostels ...	70-5-120	1	103 5 4	103 5 4	2	126 10 8	253 5 4	110-6-170	2	300 0 0
Clerk ...	60-4-80	1	75 0 0	75 0 0						
Do. ...	40-4-60	1	55 0 0	55 0 0						
Assistant Accountant	30-4-50	1	45 0 0	45 0 0	5	77 8 0	387 8 0	45-45-50 -3-110-5 -120	5	387 8 0
Assistant Manager of Hostels.	35-3-50	1	46 4 0	46 4 0						
Record-keeper ...	25-3-40	1	36 4 0	36 4 0						
Typist ...	25-3-40	1	36 4 0	36 4 0	1	61 10 8	61 10 8	50-3-100	1	75 0 0
Artist Photographer	75-5-150	1	118 12 0	118 12 0	1	125 0 0	125 0 0	100-5-175	1	143 12 0
Gymnastic Instructor	40-3-60	1	53 5 4	53 5 4	1	66 10 8	66 10 8	40-4-80	1	66 10 8
Riding Master ...	20-3-25	1	23 5 4	23 5 4						
Stable Overseer ...	30	1	30 0 0	3	36 10 8	110 0 0	30-1-50	3	120 0 0
Ditto	25	1	25 0 0						
Ambulance coachman	15-1-20	1	18 12 0	18 12 0	1	25 0 0	25-1-45	1	35 0 0
Laboratory servant ...	20-4-40	1	35 0 0	35 0 0	1	37 8 0	37 8 0	30-5-55	1	48 12 0
Ditto	15-1-20	1	18 12 0	18 12 0						
Carpenter ...	20-1-25	1	23 12 0	23 12 0	3	26 10 8	80 0 0	25-1-45	3	105 0 0
Ditto	16-1-20	1	19 3 2	19 3 2						
Shoeing smiths ...	30-1-35	2	33 12 0	67 8 0	3	43 12 0	131 4 0	40-2-60	3	160 0 0
Blacksmith ...	30-1-35	1	33 12 0	33 12 0						
Total ...		22		1,080 13 10	22		1,421 4 0		22	1,604 2 8

Custom House. Calcutta, Collector's Establishment.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Cashier ...	350—10—450	1	416 10 8	416 10 8	450—10—500	1	497 8 0	487 8 0	450—10—500	1	487 8 0	487 8 0
Superintendent	350—20—550	1	483 5 4	483 5 4	500—30—650	1	612 8 0	612 8 0	500—30—650	1	612 8 0	612 8 0
Ditto	350—20—450	1	425 0 0	425 0 0								
Ditto	300—20—400	1	375 0 0	375 0 0								
Ditto	325	1	325 0 0	300—20—500	6	433 5 4	2,600 0 0	300—20—500	6	433 5 4	2,600 0 0
Ditto	300	1	300 0 0								
Ditto	275	1	275 0 0								
Ditto	250	1	250 0 0								
Ditto	250	1	250 0 0								
Clerk ...												
Do. ...	200—10—250	1	237 8 0	237 8 0	200—10—300	5	266 10 8	1,333 5 4	250—10—350	5	316 10 8	1,583 5 4
Do. ...	200	3	600 0 0								
Do. ...	150	4	600 0 0								
Do. ...	130	3	390 0 0								
Do. ...	110	8	880 0 0	80—80—100	26	146 0 0	3,796 0 0	80—100—125	26	159 12 0	4,153 8 0
Do. ...	90	8	720 0 0	—5—150— 10—200				—5—150—7½ —225			
Probationers	50	3	150 0 0								

Stenographers	...	100—10—120	2	137 8 0	275 0 0	100—10—200	2	166 10 8	333 5 4	100—10—200	2	166 10 8	333 5 4
Lower Division.													
Clerks	...	80	20	1,600 0 0								
Do.	...	70	26	1,820 0 0								
Do.	...	60	36	2,160 0 0								
Do.	...	50	42	2,100 0 0	45—45—50— 3—110—5— 120	203	77 8 0	15,732 8 0	45—50—60— 4—140—5— 150	203	90 8 0	18,371 8 0
Do	...	40	33	1,320 0 0								
Do.	...	30	28	840 0 0								
Probationers	...	25	18	450 0 0								
Total	...	244	244		17,242 8 0		244		24,895 2 8		244		28,141 10 8

Chemical Examiner's Establishment.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Assistant	90—6—120	1	112 8 0	125—5—150	1	143 12 0	143 12 0	125—10—175	158 5 4
Ditto	60—6—90	1	82 8 0						
Ditto	35—5—60	1	58 12 0	45—45—50— 3—110—5— 120	4	77 8 0	310 0 0	45—45—50—3 —110—5—120	77 8 0
Ditto	30—4—50	2	45 0 0						
Store-keeper	20—1—25	1	23 12 0	35—1—40	1	38 12 0	38 12 0	40—1—45	43 12 0
Total		6	362 8 0		6		492 8 0		512 1 1

Small Cause Court, Calcutta.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Deputy Registrars ...	Rs. 250—10—300	2	Rs. A. 287 8	Rs. A. 575 0	Rs. 250—10—300	2	Rs. A. P. 287 8 0	Rs. A. P. 575 0 0	Rs. 300—20—400	2	Rs. A. P. 375 0 0	Rs. A. P. 750 0 0
Bench Clerk and Interpreters.	150—10—200	1	187 8	187 8	200—10—250	1	237 8 0	237 8 0	225—10—275	1	252 8 0
Ditto ...	125—5—150	4	143 12	575 0								
Superintendent, Warrant Department.	100—10—150	1	137 8	137 8								
Bench Clerk and Interpreters.	125	2	250 0								
Treasurer ...	100	1	100 0								
Superintendent, Summons Department.	80—4—100	1	95 0	95 0	60—60—80—5—160—10—220	14	129 5 4	1,810 10 8	60—70—80—5—140—10—240	14	138 0 0	1,932 0 0
Bench Clerk and Interpreter.	80—4—100	1	95 0	95 0								
Head Clerk ...	80	1	80 0								
Checking Writer ...	75	1	75 0								
Probationers ...	15	2	30 0								

Clerks ...	70 2	140 0		68 0 0	4,158 0 0	40—45—50 —5—100	63	77—5—4	4,872 0 0		7,806 8 0
Ditto ...	60 4	240 0									
Ditto ...	50 7	350 0									
Ditto ...	40—2—50 1	47 8	47 8									
Ditto ...	45 9	405 0									
Ditto ...	40 13	520 0									
Ditto ...	30—2—40 1	37 8	37 8									
Ditto ...	35 10	350 0									
Ditto ...	30 9	270 0									
Probationers	15 7	105 0									
Total	80		4,665 0					80		6,781 2 8	80	

Small Cause Court, Calcutta, Bailiffs' Establishment.

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Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MUTTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Superintendent	Rs. 300	1	300	Rs. 350	1	350	Rs. A. P. 375-0-0	1	...	Rs. A. P. 375 0 0
European Bailiff	175	1	175	} 150-5-250	2	200 0 0	400 0 0	150-5-250	2	200 0 0	400 0 0
Ditto	150	1	150								
Native Execution Bailiff.	50	1	50								
Ditto	45	1	45	} 40-40-45 -3-100	3	66 0 0	198 0 0	40-45-50-3 -80-3-110	3	72 10 8	217 0 0
Ditto	40	1	40								
Summons Bailiffs	20	6	120	} 20-1-32	33	25 3 2	831 9 7	20-1-32	33	25 3 2	831 8 6
Ditto	18	6	108								
Ditto	16	6	96								
Ditto	14	6	84								
Ditto	12	9	108								
Total		39		1,276		39		1,779 9 7		39		1,823 8 6
GRAND TOTAL		119		5,941		119		8,560 12 3		119		9,592 13 10

Conservator of Forests.

Personal Assistant	...	Rs. 400-20-500	1	Rs. A. P. 475 0 0	Rs. A. P. 475 0 0	Rs. 400-20-500	1	Rs. A. P. 533 5 4	Rs. 400-50-600	1	Rs. A. P. 560 0 0	Rs. A. P. 560 0 0
Head Clerk	...	Rs. 160-16-240	1	Rs. 220 0 0	Rs. 220 0 0	Rs. 200-20-300	1	Rs. 275 0 0	Rs. 250-25-325	1	Rs. 313 12 0	Rs. 313 12 0
Clerk	...	Rs. 100	1	Rs. 100 0 0	Rs. 100 0 0	Rs. 125-5-150	1	Rs. 143 12 0	Rs. 125-5-150	1	Rs. 143 12 0	Rs. 143 12 0
Ditto	...	Rs. 80	1	Rs. 80 0 0	Rs. 80 0 0							
Ditto	...	Rs. 70	1	Rs. 70 0 0	Rs. 70 0 0							
Ditto	...	Rs. 60	2	Rs. 120 0 0	Rs. 120 0 0	Rs. 45-45-50	8	Rs. 77 8 0	Rs. 45-50-60-4	8	Rs. 90 8 0	Rs. 724 0 0
Ditto	...	Rs. 50	2	Rs. 100 0 0	Rs. 100 0 0	Rs. 3-110-5			Rs. 140-5-150			
Ditto	...	Rs. 40	1	Rs. 40 0 0	Rs. 40 0 0	Rs. -120						
Ditto	...	Rs. 35	1	Rs. 35 0 0	Rs. 35 0 0							
Typists	...	Rs. 30-2-50	2	Rs. 43 5 4	Rs. 43 5 4	Rs. 45-1-70	2	Rs. 6 10 8	Rs. 50-3-125	2	Rs. 81 4 0	Rs. 162 8 0
Draftsman	...	Rs. 50-4-70	1	Rs. 65 0 0	Rs. 65 0 0	Rs. 50-4-90	1	Rs. 76 10 8	Rs. 50-5-100	1	Rs. 83 5 4	Rs. 83 5 4
Total	...		14	Rs. 1,391 10 8	Rs. 1,391 10 8		14	Rs. 1,772 1 4		14	Rs. 1,987 5 4	Rs. 1,987 5 4

Divisional Forest Offices.

Head Clerk	...	Rs. 150	1	Rs. 150 0 0	Rs. 150 0 0	Rs. 150-10-200	1	Rs. 187 8 0	Rs. 175-10-225	1	Rs. 212 8 0	Rs. 212 8 0
Ditto	...	Rs. 100	2	Rs. 200 0 0	Rs. 200 0 0	Rs. 125-5-150	2	Rs. 143 12 0	Rs. 125-5-150	2	Rs. 143 12 0	Rs. 287 8 0
Ditto	...	Rs. 65-4-85	5	Rs. 400 0 0	Rs. 400 0 0	Rs. 80-5-120	5	Rs. 108 0 0	Rs. 90-5-130	5	Rs. 118 0 0	Rs. 590 0 0
Clerks	...	Rs. 55	4	Rs. 220 0 0	Rs. 220 0 0							
Ditto	...	Rs. 50	4	Rs. 200 0 0	Rs. 200 0 0							
Ditto	...	Rs. 45	7	Rs. 315 0 0	Rs. 315 0 0	Rs. 35-35-40-2-80	29	Rs. 56 0 0	Rs. 40-45-50-3-80-3-110	29	Rs. 72 10 8	Rs. 2,107 5 4
Ditto	...	Rs. 40	7	Rs. 280 0 0	Rs. 280 0 0							
Ditto	...	Rs. 35	4	Rs. 140 0 0	Rs. 140 0 0							
Ditto	...	Rs. 30	3	Rs. 90 0 0	Rs. 90 0 0							
Total	...		37	Rs. 1,925 0 0	Rs. 1,925 0 0		37	Rs. 2,639 0 0		37	Rs. 5,197 5 4	Rs. 5,197 5 4

Land Revenue, Excise and Stamp Branches—General Cadre.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BARADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
UPPER DIVISION.												
Superintendent, Stamp Department.	Rs. 300—20—400	1	375 0	375 0	Rs. 350—30—500	1	462 8 0	462 8 0	Rs. A. P. 400—50—600	1	560 0 0
Treasurer	175—15—250	1	231 4	231 4	225—15—300	1	281 4 0	281 4 0	225—15—300	1	281 4 0
Assistant Superintendent, Stamp Department.	200	1	200 0	225 5—250	1	213 12 0	243 12 0	225—10—275	1	262 8 0
Head Clerk and Sheristadar.	125—10—175	1	162 8	162 8	150—15—225	2	206 4 0	412 8 0	150—10—250	2	216 10 8	433 5 4
Accountant	125—10—175	1	162 8	162 8								
Head Assistant, Stamp Department.	125	1	125 0	150—5—175	1	169 12 0	168 12 0	150—10—200	1	187 8 0
Assistant	100	1	100 0	100—5—150	3	133 5 4	400 0 0	101—5—150	3	133 5 4	400 0 0
Ditto	90	1	90 0								
Ditto	70—5—95	1	88 12	88 12								

Lower Division.															
Stamp vendor	...	70	1	40 0	40--40--45-- 4--100	54	66 0 0	3,564 0 0	54	77 5 4	4,176 0 0			
Assistant	...	70	1	70 0										
Ditto	...	60	2	120 0										
Ditto	...	50	4	200 0										
Ditto	...	45	11	495 0										
Ditto	...	40	12	480 0	40--45--50 3--80--4--120	54	77 5 4	4,176 0 0						
Ditto	...	35	9	315 0										
Ditto	...	30	8	240 0										
Probationers	...	25	6	150 0										
Total	...	63			3,675 0				5,532 12 0	63			6,552 9 4		

Excise Branch--Special Cadre.

	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.				
Head Clerk	...	125-10-175	1	168 5	162 8	150-15-225	1	206 4 0	206 4 0	150-10-250	1	216 10 8	216 10 8
2nd "	...	75-5-100	1	93 12	93 12	100-5-150	1	133 5 4	133 5 4	125-5-150	1	143 12 0	143 12 0
3rd "	...	50-5-70	1	66 0	66 0	75-5-100	1	93 12 0	93 12 0	80-8-120	1	110 0 0	110 0 0
Total	...		3	322 4			3	433 5 4			3	470 6 8	

Director of Agriculture.

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Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR			
	Pay.	No.	Average.	Total.	Pay.	No.	Average	Total.	Pay.	No.	/verage.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant ...	Rs. 150—10—200	1	Rs. A. P. 187 8 0	Rs. A. 187 8	Rs. 200—10—250	1	Rs. A. P. 237 8 0	Rs. A. P. 237 8 0	Rs. 225—10—275	1	Rs. A. P. 262 8 0	Rs. A. P. 262 8 0
Assistant ...	150	1	150 0								
Ditto ...	125	2	250 0	125—10—200	4	175 0 0	700 0 0	150—10—250	4	216 10 8	866 10
Ditto ...	100	2	200 0								
Ditto ...	80	3	240 0								
Ditto ...	60	5	300 0								
Ditto ...	50	1	50 0	45—45—50— 3—110—5— 120	17	77 8 0	1317 8 0	45—50—60—4 —140—5—150	17	90 8 0	1,538 8 0
Ditto ...	45	5	225 0								
Ditto ...	30	3	90 0								
Total ...		22		1,567 8		22		2,255 0 0		22		2,667 10 8

Research Laboratory, Dacca.

	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	
Fibre Section Clerk ...	30-2-50	1	43 5 4	43 5 4	40-40-45 1-100	3	66 0 0	198 0 0	40-45-50 1-100	3	68 0 0	204 0 0	
Library Clerk ...	30-2-50	1	43 5 4	43 5 4									
Chemical Section Clerk	30-2-50	1	43 5 4	43 5 4									
Botanical Section ...	30-2-50	1	43 5 4	43 5 4	40-40-45 1-100	1	66 0 0	66 0 0	40-45-50 1-100	1	68 0 0	68 0 0	
Total ...		4	173 5 4	173 5 4		4		264 0 0		4		272 0 0	

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Deputy Director, Eastern Circle.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Deputy Director of Agriculture—										
Accountant ...	75—5—125	1	108 5 4	75—5—125	1	108 5 4	108 5 4	125—5—175	1	158 5 4
Head Clerk ...	60—4—80	1	75 0 0	75—5—100	1	93 12 0	93 12 0	100—5—125	1	118 12 0
Clerks ...	30—2—50	2	43 5 4	40—40— 45— $\frac{2}{3}$ —100	2	66 0 0	132 0 0			
Superintendent, Dacca Division—										
Clerk ...	30—1—50	1	40 0 0	35—35— 40—2—68— $\frac{2}{3}$ —80	1	54 8 0	54 8 0			
Dacca Central Farm—										
Fieldman Clerk ...	25—1 $\frac{1}{2}$ —40	1	35 0 0	35—35— 40—2— 68— $\frac{2}{3}$ — 80	1	54 8 0	54 8 0	35—40—50— 2—70—3—100	5	65 5 4
Superintendent, Chit- tagong Division—										
Clerk ...	30—1—50	1	40 0 0	35—35— 40—2—68 — $\frac{2}{3}$ —80	1	54 8 0	54 8 0			
Total ...		7	385 0 0		7		497 9 4		7	603 12 0

Deputy Director, Western Circle.

Designation.	PRESENT SCALE				PROPOSED SCALE.				SCALE PROPOSED BY RAJ M. C. MITTER BARADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Deputy Director of Agriculture—	Ra.		Rs. A. P.	Rs. A. P.	Ra.		Rs. A. P.	Rs. A. P.	Ra.		Rs. A. P.	Rs. A. P.
Accountant ...	75—5—125	1	108 5 4	108 5 4	75—5—125	1	108 5 4	108 5 4	125—5—175	1	158 5 4	158 5 4
Head Clerk ...	60—4—80	1	75 0 0	75 0 0	75—5—100	1	93 12 0	93 12 0	100—5—125	1	118 12 0	118 12 0
Clerks ...	30—2—50	2	43 5 4	86 10 8	40—40—45 —1—100	2	66 0 0	132 0 0				
Superintendent, Presidency Division—												
Clerk ...	30—1—50	1	40 0 0	40 0 0	35—35—40—2 —68—1—80	1	54 8 0	54 8 0				
Superintendent, Bardwan Division—												
Clerk ...	30—1—50	1	40 0 0	40 0 0	35—35—40—2 —68—1—80	1	54 8 0	54 8 0	35—40—50—2 —70—3—100	5	65 5 4	326 10 8
Chinsura Farm—												
Clerk ...	25—1—40	1	35 0 0	35 0 0	35—35—40—2 —68—1—80	1	54 8 0	54 8 0				
Total ...		7		385 0 0.		7		497 9 4		7		603 12 0

Deputy Director, Northern Circle.

Deputy Director of Agriculture—	Rs.	Rs. A. P.	Rs. A. F.	Rs.	Rs. A. P.	Rs. A. F.	Rs.	Rs. A. P.	Rs. A. F.
Accountant ...	75-5-125	1	108 5 4	75-5-125	1	108 5 4	125-5-175	1	158 5 4
Head Clerk ...	50-2-70	1	63 5 4	75-5-100	1	93 12 0	100-5-125	1	118 12 0
Clerks ...	30-2-50	2	43 5 4	40-40- 45-1-100	2	66 0 0			
Superintendent, Rajshahi Division—									
Clerk ...	30-1-50	1	40 0 0	35-35- 40-2-68 —1-80	1	54 8 0			
Hangpur Farm—									
Clerk ...	25-11-40	1	35 0 0	35-35- 40-2-68 —1-80	1	54 8 0	35 40-50- 2-70-3 —100	6	65 5 4
Burihat Farm—									392 0 0
Fieldman Clerk ...	25-11-40	1	35 0 0	35-35- 40-2-68 —1-80	1	54 8 0			
Rajshahi Farm—									
Clerk ..	25-11-40	1	35 0 0	35-35- 40-2-68 —1-80	1	54 8 0			
Total		8	403 5 4		8	522 1 4		8	669 1 4

Sericulture Branch.

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Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Superintendent of Sericulture, Bengal—	Ra.		Ra. A. P.	Ra. A. P.	Ra.		Ra. A. P.	Ra. A. P.	Ra.		Ra. A. P.	Ra. A. P.
Accountant ...	75—5—125	1	108 5 4	108 5 4	75—5—125	1	108 5 4	108 5 4	125—5—175	1	158 5 4	158 5 4
Head Clerk ...	50	1		50 0 0	75—5—100	1	93 12 0	93 12 0	100—5—125	1	118 12 0	118 12 0
Clerk ...	30—2—50	1	43 5 4	43 5 4								
					40—40—45 —1—100	2	66 0 0	132 0 0	35—40—50 2—70—3—100	2	65 5 4	30 10 8
Ditto	30	1	30 0 0								
Rajahabi Sericulture School—												
Clerk ...	10	1	10 0 0	10	1	10 0 0	10	1	10 0 0
Total ...		5		241 10 8		5		344 1 4		5		417 12 0

Office of the Collector of Customs, Chittagong.

	Re.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A. P.	Rs. A. P.
Accountant	100-5-125	1	118 12	140-5-160	1	158 12	150-5-175	1	168 12 0	168 12 0
Head Clerk	90	1	110-5-135	1	128 12	125-5-150	1	143 12 0	143 12 0
Cashier	50-5-75	1	68 12	80-5-105	1	98 12	80-8-120	1	110 0 0	110 0 0
Clerks	50	3							
Ditto	40	2							
Ditto	35	2							
Ditto	30	2	35-35-40- 2-68-1-80	19	54 8	35-40-50- 2-70-3-100	19	65 5 4	1,241 5 4
Ditto	25	1							
Ditto	20	1							
Probationers	25	2							
Mechanic	40-2-50	1	47 8	50-5-75	1	68 12	60-5-90	1	82 0 0	82 0 0
Total		21			23			23		1,745 13 4

Superintendent, Royal Botanic Garden, Calcutta, and Cinchona Plantation, Bengal.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER RAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk ...	120-12-180	1	165 0 0	165 0 0	150-15-225	1	206 4 0	206 4 0	200-10-250	1	237 8 0
Clerk ...	80-4-100	1	95 0 0	95 0 0	115-5-140	1	133 12 0	133 12 0	125-5-150	1	143 12 0
Ditto ...	60-4 80	1	75 0 0	75 0 0	90-4-110	1	105 0 0	105 0 0	100-5-125	1	118 12 0
Ditto ...	50-2-60	1	57 8 0	57 8 0								
Ditto ...	40-2-50	2	47 8 0	95 0 0								
Ditto ...	30-2-40	3	37 8 0	112 8 0	40-4)-15-100	9	66 0 0	594 0 0	40-45-50 3-80-3-110	9	72 10 8	654 0 0
Ditto ...	25-1-30	3	28 12 0	86 4 0								
Shorthand Typist ...	80-4-120	1	106 10 8	106 10 8	80-5-175	1	129 1 4	129 1 4	80-5-175	1	129 1 4
Sircars ...	15	2	30 0 0	26-1-25	2	28 5 4	46 10 8	25-1-30	2	28 5 4	56 10 8
Holowu Sircars ...	25	1	25 0 0	25-1-30	1	28 5 4	28 5 4	30-1-45	1	40 0 0

Lloyd Botanic Garden, Darjeeling.

Herbarium Assistants	20-2-50	2	37 8 0	75 0 0	20-2-50	2	37 8 0	75 0 0	40-2-00	4	53 5 4	213 5 4
Artist	30-1-40	2	36 10 8	73 5 4	35-2-55	2	48 5 4	96 10 8				
Ditto	15-1-25	1	21 10 8	21 10 8	25-1-35	1	31 10 8	31 10 8				
Printer	12-1-20	1	17 9 7	17 9 7	15-1-30	1	25 0 0	25 0 0	25-1-45	3	35 0 0	105 0 0
Book-repairer	25	1	25 0 0	30	1	30 0 0	30 0 0				
Store-keeper	20-1-35	1	28 12 0	28 12 0	25-1-45	2	35 0 0	70 0 0	40-1-60	2	50 0 0	100 0 0
Time-keeper	20-1-35	1	28 12 0	28 12 0								
Total		25		1,118 0 3		25		1,571 6 8		25		1,798 1 4

	Rs.	Rs. A. P.	Rs.	Rs. A.	Rs. A. P.	Rs.	Rs. A.	Rs. A. P.	Rs. A. P.			
Clerk ...	30-2-50	1	43 5 4	43 5 4	35-35-40-2-68-7-80	1	54 8	54 8	35-40-50-2-70-3-100	1	65 5 4	65 5 4

Quinine Factory at Mungpoo.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.		
Clerk ...	40	1	40 0 0	35-35-40-2-68- ² / ₃ -80	1	54 8 0	54 8 0	35-40-50-2-70-3-100	1	65 5 4	65 5 4
Sub-Overseer ...	35-2-55	1	48 5 4	48 5 4	35-2-55	1	48 5 4	48 5 4	50- ¹ / ₃ -75	1	66 10 8
Total		2		88 5 4		2		102 13 4		2		132 0 0

Office of the Administrator-General and Official Trustee.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY HAI M. C. MITTER RAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Superintendents ..	Rs. 200—20—300	2	Rs. A. 275 0	Rs. A. 550 0	Rs. 250—20—350	3	Rs. A. P. 325 0 0	Rs. A. P. 975 0 0	Rs. 250—20—350	3	Rs. A. P. 325 0 0	Rs. A. P. 975 0 0
Head Clerk and Accountant.	275	1	275 0	175—10—225	4	212 8 0	850 0 0	175—10—225	4	212 8 0	850 0 0
Assistant Superintendents.	150—10—200	2	187 8	375 0								
Clerks ...	100—10—150	3	137 8	412 8	110—10—160	9	147 8 0	1,327 8 0	125—5—175	9	158 5 4	1,425 0 0
Ditto ...	75—5—100	6	93 12	562 8								
Ditto ...	85	1	85 0								
Ditto ...	83	1	83 0	40—40—45	69	95 0 0	4,486 0 0	45—50—60—	69	90 8 0	6,244 8 0
Ditto ...	80	4	320 0	—1—70—5				—1—140—5			
Ditto ...	50—5—75	8	68 12	550 0	—100							
Ditto ...	70	3	210 0								
Ditto ...	65	1	65 0								
Ditto ...	40	3	120 0								

Ditto ...	35-3-50	13	46	4	501
Ditto ...	27-2-35	14	32	8	455
Ditto ...	15-2-25	9	22	8	202
Ditto ...	25	1		25
Ditto ...	22	1		22
Ditto ...	20	1		20
Total		74			4,3312
TEMPORARY.					
Clerk ...	100	1		100
Ditto ...	75	1		75
Ditto ...	70	1		70
Ditto ...	35	5		175
Ditto ...	30	2		60
Shorthand Typist	50	1	...		50
Total		11			530
GRAND TOTAL		85			5,46312

Imperial Serologist and Chemical Examiner to Government of India.

Designation.	PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITER BAHADUR.				
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13			
Head Clerk	40-2-60	1	53 5 4	53 5 4	40-40-45- 2-85	2	61	122	50-2-100	2	75	150			
Second Clerk	40-2-60	1	53 5 4	53 5 4											
Total		2		106 10 8.		2		122		2		150			

Office of the Registrar of Calcutta.

Designation.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.	Rs. A. P.
Head Clerk	100-4-120	1	115	115	125-10-175	1	162 8 0	162 8 0	125-10-175	1	162 8 0	162 8 0	Rs. A. P.
Clerk	75	1	75	90-4-110	1	105 0 0	105 0 0	100-4-120	1	115 0 0	115 0 0	
Ditto	50	2	100	40-40-45-2 -85	13	61 0 0	793 0 0	40-45-50-2 -70-3-100	13	68 0 0	884 0 0	
Ditto	45	2	90									
Ditto	40	4	160									
Ditto	30	5	150									
Copyists	30	8	240	35-1-45	8	41 10 8	333 5 4	40-1-50	5	46 10 8	233 5 4	
Total		23		930		23		1,393 13 4		20		1,394 13 4	

Medical Institutions, Calcutta.

Medical College.

	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Clerk	175-5-150	1	143 12	150-5-175	1	168 12 0	175-10-225	1	212 8 0
Clerk	80-4-100	1	95 0	100-5-125	1	118 12 0	125-5-150	1	143 12 0
Ditto	70	1	70 0						
Ditto	60	1	60 0						
Ditto	50	1	50 0	40-40-45- 1-100	5	66 0 0	40-45-50 -3-80-4-120	5	96 10 8
Ditto	40	1	40 0						
Assistant Librarian	40-2-50	1	47 8						
Librarian	80-4-100	1	95 0	100-5-125	1	118 12 0	125-5-150	1	143 12 0
Typist	40	1	40 0	45-3-70	1	61 10 8	45-3-100	1	70 10 8
Collecting Sarkar	25	1	25 0	25-3-35	1	30 0 0	30-1-50	1	40 0 0
Total		10	666 4		10	827 14 0		10	997 5 4

Medical College Hospital and Prince of Wales Hospital.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerk	Rs. 70-4-90	1	85 0	Rs. 100-4-120	1	115 0 0	115 0 0	Rs. 100-10-150	1	137 8 0	137 8 0
Clerk	Rs. 40-4-60	1	55 8	55 0	40-4-60	1	55 8	55 0	40-4-60	1	55 8	55 0
Ditto	Rs. 30-2-40	1	37 8	37 8	40-4-60	1	37 8	37 8	40-4-60	1	37 8	37 8
Store-keeper	Rs. 40	1	40 0	40-4-60	1	40 0	40-4-60	1	40 0
Diet Clerks	Rs. 25-1-30	4	28 12	115 0	40-4-60	4	28 12	115 0	40-4-60	4	28 12	115 0
Supervisor	Rs. 30-2-40	1	37 8	37 8	40-4-60	1	37 8	37 8	40-4-60	1	37 8	37 8
Total		9		370 0		9		510 8 0		9		605 8 0

Chemical Examiner to Government.

Designation.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.
Head Clerk	80-5-120	1	108 0	108 0	100-5-150	1	133 5 4	133 5 4	125-5-175	1	158 5 4
Clerk	60-4-80	1	75 0	75 0	40-4-60	1	55 0	55 0	40-4-60	1	55 0	55 0
Ditto	40-4-60	1	55 0	55 0	40-4-60	1	55 0	55 0	40-4-60	1	55 0	55 0
Ditto	30-2-40	1	37 8	37 8	40-4-60	1	37 8	37 8	40-4-60	1	37 8	37 8
Total		4		275 8		4		344 5 4		4		376 5 4

Campbell Medical School.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Head Clerk	70-3-100	1	90 0 0	90 0 0	85-4-125	1	111 10 8	111 10 8	100-10-180	1	137 8 0
Clerk	60-1-70	1	66 10 8	66 10 8							
Ditto	50-1-60	1	56 10 8	56 10 8	40-10-45-2-85	4	61 0 0	244 0 0	40-15-50-3	4	290 10 8
Ditto	30-1-40	1	36 10 8	36 10 8							
Librarian	30-1-40	1	36 10 8	36 10 8							
Collecting Sarker	30	1	30 0 0	30-1-40	1	35 0 0	35 0 0	40-1-50	1	50 0 0
Total		6	316 10 8	316 10 8		6		390 10 8		6	478 2 8

Campbell Hospital.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Accountant	70-3-100	1	90 0 0	99 0 0	80-4-120	1	106 10 8	106 10 8	100-10-150	1	137 8 0
Head Clerk	55-1-65	1	61 10 8	61 10 8	70-2-90	1	83 5 4	83 5 4	75-1-100	1	91 10 8
Clerk	40-1-50	1	46 10 8	46 10 8	40-40-45-1-65	2	51 10 8	103 5 4	55-2-75	2	136 10 8
Ditto	30-1-40	1	36 10 8	36 10 8							
Diet Sarker	20-1-30	1	26 10 8	26 10 8	25-1-35	3	30 0 0	90 0 0	30-1-40	3	106 0 0
Ditto	15-1-20	2	18 12 0	37 8 0		7		383 5 4		7	470 13 4
Total		7	299 2 8	299 2 8		7					

Presidency General Hospital.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Head Clerk	45-5-85	1	73 0 0	73 0 0	70-5-120	1	103 5 4	103 5 4	75-5-125	1	198 5 4
Clerks	30-1-40	2	36 10 8	73 5 4	40-40-45-2-65	2	51 10 8	103 5 4	55-2-75	2	136 10 8
Diet Clerk	30	1	30 0 0	40-1-45	2	43 12 0	87 8 0	45-1-50	2	97 8 0
Store-keeper	30	1	30 0 0		5		294 2 8		5	342 8 0
Total		5	206 5 4	206 5 4		5					

Voluntary Venereal Hospital.

Designation	PRESENT SCALE				PROPOSED SCALE				SCALE PROPOSED BY RAI M. C. MITTER BHADUR.			
	Pay	No.	Average	Total.	Pay.	No.	Average.	Total	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Clerk ...	Rs. 40-2-60	1	Rs. A. P. 53 5 4	Rs. A. P. 53 5 4	Rs. 40-40-45- 3-65	1	Rs. A. P. 51 10 8	Rs. A. P. 51 10 8	Rs. 40-45-50-2 -70-3-100	1	Rs. A. P. 68 0 0

Sambhu Nath Pandit Hospital.

Clerk ...	Rs. 30	1	Rs. A. P. 30 0 0	Rs. 40-40-45- -2-65	1	Rs. A. P. 51 10 8	Rs. A. P. 51 10 8	Rs. 40-45-50- 2-70- 3-100	1	Rs. A. P. 68 0 0
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Office of the Superintendent, Census Operations.

Head Clerk,	Rs. 80 + 40 as P. A.	1	Rs. 120	Rs. 80-4-120	1	Rs. A. P. 111 10 8	Rs. A. P. 151 10 8	Rs. 125-5-175	1	Rs. A. P. 166 5 4
Clerk ...	35	1	35	40-40-45- -2-85	1	61 0 0	61 0 0	40-45-50- -2-70- -3-100	1	68 0 0
Total		2		155		2		212 10 8		2		234 5 4

Office of the Governor of Calcutta.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs. A.		
Clerk and Interpreter	60-4-100	1	86 10 8	86 10 8	60-3-75-4 -15-5-140	1	100	100	60-4-140-5 -150	1	102 0

Albert Victor Leper Asylum.

	Rs	Rs A P	Rs A P	Rs	Rs.	Rs.	Rs	Rs. A P.
Clerk ...	40-2-60	1	53 5 4	40-40-45- 2-85	1	61	40-45-50 -3-80-3 -110	72 10 8

Presidency Opium Godown, Calcutta.

	Rs	Rs A. P	Rs. A. P	Rs	Rs	Rs	Rs	Rs	Rs A. P	Rs A. P.		
Intendant	500	1	...	500 0 0	600	1	600	1	600 0 0		
Clerk	50-2-70	1	63 5 4	63 5 4	40-40-45 -1-100	2	66	132	40-45-50 -3-80-3 -110	2	72 10 8	145 5 4
Ditto	31-2-50	1	43 5 4	43 5 4								
Total		3		606 10 8		3		732		3		745 5 4

Office of the Committee of Legal Education.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BARADAR.			
	Pay.	No.	Average	Total	Pay.	No.	Average	Total	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Clerk (non-pensionable appointment).	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs.	Rs. A. P.	Rs.
	100	1	100	125-5-150	1	143 12 0	143 12 0	125-8-165	1	155 0 0	155

Establishment of the Public Prosecutor at the Police Court, Calcutta.

Clerk ...	Rs.	75	1	Rs.	75	1	90-4-110	1	105 0 0	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Ditto ...	Rs.	40	2	Rs.	80	2	40-40-45 -2-65		4	51 10 8	206 10 8	55-2-75	4	68 5 4	273 5 4
Ditto ...	Rs.	30	1	Rs.	30	1			4	51 10 8	206 10 8	55-2-75	4	68 5 4	273 5 4
Clerk-typist	Rs.	40	1	Rs.	40	1									
Total ...			5		Rs.	225	5			5	311 10 8			5		395 13 4

Office of the Indian Law Reporters, Calcutta Series.

Clerk ...	Rs.	88	1	Rs.	88	1	100 0 0	1	Rs.	100	Rs.	125	Rs.	125
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Office of the Superintendent of Governor's Estates.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs. A. P.		
Park Superintendent	150	1	150 0 0	200	1	200 0 0	200—5—225	1	218 12 0	218 12 0
Head Clerk and Accountant.	70—6—100	1	92 8 0	92 8 0	100—10—150	1	137 8 0	137 8 0	110—10—160	1	147 8 0	147 8 0
Clerks ...	40—2—50	3	47 8 0	142 8 0								
Ditto ..	40	1	40 0 0								
Accounts Clerk	50	1	50 0 0	45—45—50— 3—62—2— 100	6	67 14 8	407 8 0	45—45—50—3 —10—3—110	7	75 5 4	527 5 4
Store-keeper	50—2—60	1	57 8 0	57 8 0								
Park Clerk	35	1	35 0 0	40—1—64	1	50 6 5	50 6 5				
Draftsman and Estimator.	50—2—60	1	57 8 0	57 8 0	50—1—100	1	75 0 0	75 0 0	70—5—120	1	103 5 4	103 5 4
Total		10		625 0 0		10		870 6 5		10		996 14 8

Office of the Superintendent, Political Pensions, Alipore.

	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.	Rs.
Head Assistant	125	1	125	150—5—200	1	183 5 4	183 5 4	150—5—200	1	183 5 4	183 5 4
Munshi	50	1	..	50								
Clerk	30	1	30	35—35—40— 2—68—1— 80	2	54 8 0	109 0 0	35—40—50—2 —70—3—100	2	65 5 4	130 10 5
Total		3		205		3		292 5 4		3		314 0 0

Offices Subordinate to the Public Works Department.

Superintending Engineer, South-Western Circle.

Designation	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M C MITTER BAHADUR			
	Pay	No	Average	Total.	Pay.	No	Average	Total	Pay.	No	Average	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Assistant	Rs 160—16—240	1	220	220	Rs. 200—20—300	1	275 0	275 0	Rs 250—25—325	1	Rs A. P 313 12 0
Correspondence Assistant	80—4—100	1	95	95	125—5—150	1	143 12	143 12	130—6—160	1	152 8 0
Ditto	65—4—85	5	80	400	90—5—120	5	112 0	560 0	110—4—130	5	125 0 0	625 0 0
Ditto	55	2	110								
Ditto	50	2	100								
Ditto	45	4	180								
Ditto	40	4	160								
Ditto	35	3	105	40—40—45 —2—85	21	61 0	1,281 0	40—45—50 —3—80— 3—110	21	72 10 8	1,526 0 0
Ditto	30	3	90								
Probationer	20	2	40								
Ditto	10	1	10								
Total		28		1,510		28		2,259 12		28		2,617 4 0
Typist	Rs. 30—2—50	5	Rs. A. P. 43 5 4	Rs. A. P. 216 10 8	Rs 45—1—70	5	Rs A. P. 61 10 8	Rs. A. P 303 5 4	Rs 45—1—100	5	Rs. A. P. 70 10 8	Rs. A. P. 353 5 4

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	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
Estimate	100-4-120	1	715 0	175 0	200-10-250	1	237 8	237 8
Ditto	75-5-100	1	53 12	93 12	60 5-150-10-200	5	123 0	123 0
Ditto	50-4-70	4	65 0	260 0				
Total		6		468 12		6	852 8	852 8

	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
Draftsman	75-5-100	1	93 12	93 12	50-5-165	1	101 12	101 12
Ditto	50-4-70	3	65 0	195 0				
Ditto (Tracer ?)	25-2-35	2	32 8	65 0	40-2-50	2	47 8	47 8
Total		6		333 12		6	502 0	502 0

	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
Unpassed Accounts Clerk	50-2-60	1	57 8	57 8	40-40-45-5-85	12	72 10 8	72 10 8
Ditto	55	1	55 0				
Ditto	50	1	50 0				
Ditto	45	2	90 0				
Ditto	40	2	80 0				
Ditto	35	2	70 0				
Ditto	30	3	90 0				
Total		12		492 8				

Executive Engineer, Circular and Eastern Canals Division.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Subdivisional Clerk ... NAVIGATION ESTABLISHMENT.	30	1	30 0	35-35-40- 2-68-1-80	1	54 8	54 8	35-40-50-2 -70-3-100	1	65 5 4
Clerk ...	55-4-75	1	70 0	70 0	80-4-100	1	95 0	95 0	100-4-120	1	115 0 0
Ditto ...	40-2-50	1	47 8	47 8								
Accounts Clerk ...	50-2-60	1	57 8	57 8								
Ditto ...	30	1	30 0								
Toll Darogas ...	25-4-45	4	40 0	160 0								
Statistical Clerk ...	40-2-50	1	47 8	47 8	35-35-40 -2-68-1-80	20	54 8	1,090 0	35-40-50-2 -70-3-100	20	65 5 4	1,306 10 8
Ditto ...	20-2-30	3	27 8	82 8								
Senior Clerks ...	25-3-40	4	36 4	145 0								
Lock Clerk ...	25-2-35	2	32 8	65 0								
Junior Clerk ...	20-2-30	3	27 8	82 8								
Ticket Checker ...	20-1-25	4	23 12	95 0	30-1-40- 1-45	4	36 4	145 0	30-1-50	4	40 0 0	160 0 0
Khatavis ...	20	4	80 0								
Ditto ...	18	1	18 0	25-1-30	5	28 12	143 12	30-1-35	5	33 12 0	168 12 0
Total ...		31		1,010 8		31		1,528 4		31		1,818 12 0

Executive Engineer, Northern Drainage and Embankment Division.

	Rs.		Rs. A.	Rs. A.	Rs. A.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Subdivisional Clerk ...	35-4-55	1	50 0	50 0						
Ditto	30	3						
Statistical Clerk	30	1						
Navigation Clerk	25-2-35	1	32 8	32 8	35-35-40-2	12	54 8 0	35-40-50-2	12	65 5 4
Toll Collectors	30-4-50	2	90 0	45 0	2-68-80			-70-3-100		784 0 0
Assistant Collectors.	25-2-35	4	130 0	32 8						
Kutnawie	20	1	25-1-30	1	28 12 0	30-1-35	1
Total		13	442 8			13	682 12 0		13	817 12 0

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Executive Engineer, Cossye Division.

	Rs.		Rs. A.	Rs. A.	Rs. A.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Store-keeper	35	1						
Subdivisional Clerks	25	3						
Ditto	20	1	35-35-40-2	9	54 8 0	35-40-50-2	9	65 5 4
Subdivisional Cashiers	45	4	2-68-80			-70-3-100		588 0 0
Total		9	210 0							

Circle Officer Revenue Division, Midnapore Canals.

Designation:	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITTER BANADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Clerk ...	Rs. 40	1	Rs. A. P. 40 0 0	Rs. 35-35-40-2 -68-1-80	1	54 8 0	Rs. A. P. 54 8 0	Rs. 35-40-50-2 -70-8-100	1	Rs. A. P. 65 5 4
Muharrir	35	1	35 0 0								
Ditto ...	30	1	30 0 0								
Ditto ...	25	1	25 0 0								
Ditto ...	22	1	22 0 0								
Ditto ...	20	3	60 0 0								
Ditto ...	15-1-20	2	18 5 4	36 10 8	30-1-55	23	40 6 8	929 9 4	35-1-55	23	45 0 0	1,035 0 0
Tahsildars	35	2	70 0 0								
Ditto	30	2	...	60 0 0								
Ditto	25	4	100 0 0								
Ditto	20	5	100 0 0								
Amin	24	1	24 0 0								
Total		24		602 10 8		24		984 1 4		24		1,100 5 4
Grand Total		134		5,307 5 4		134		8,340 2 8		134		9,516 14 8

Superintending Engineer, Presidency Circle.

Superintendent of Police													
	Rs		Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs	Rs
Head Assistant	160-16-240	1	220	220	200-20-300	1	275 0	275 0	275 0	250-25-325	1	313 12 0	313 12 0
Correspondence Clerk	80-4-100	1	95	95	125-5-150	1	143 12	143 12	143 12	130-6-160	1	152 8 0
Ditto	65-4-85	8	80	640	90-5-120	8	112 0	896 0	896 0	110-4-130	8	125 0 0	1,000 0 0
Ditto	55	3	165									
Ditto	50	3	150									
Ditto	45	6	270									
Ditto	40	4	160	40-40-45-2 -85	27	61 0	1,647 0	1,647 0	40-45-50-3 -80-3- 110	27	72 10 8	1,962 0 0
Ditto	35	3	105									
Ditto	30	5	150									
Probationers	20	3	60									
Total		37		2,015		37		2,961 12	2,961 12		37		3,428 4 0

Designation.	PROPOSED SCALE				PROPOSED SCALE				SCALE PROPOSED BY BAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Typists ...	Rs 30--2--50	7	Rs A P 43 5 4	Rs A P 303 5 4	Rb 45--4--70	7	Rs A P 61 10 8	Rs A P 431 10 8	Rs 45--4--100	7	Rs A P 70 10 8	Rs A P 494 10 8

Designation.	PROPOSED SCALE				PROPOSED SCALE				SCALE PROPOSED BY BAI M. C. MITTER BAHADUR.			
	Pay.	No.	Average	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Unpassed Accountants	Rs 55	2	Rs	Rs 110	Rs 40--40--45--2 --85	17	Rs A P 61 0 0	Rs 1,037	Rs 40--45--50--3 --80--3--110	17	Rs A P 72 10 8	Rs A P 1,235 5 4
Ditto	50	4	200								
Ditto	45	2	90								
Ditto	40	2	80								
Ditto	35	3	...	105								
Ditto	30	4	120								
Total		17		- 705								

	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs. A.
Estimator	...	100-4-120	1	115 0	200-10-250	1	237 8
Ditto	...	75-5-100	5	93 12			
Ditto	...	50-4-70	5	65 0	60-5-150 -10-200	11	123 0
Probationer	...	35	1			
Total	...		12	943 2		12	1,590 8

	Rs.	Rs. A.	Rs. A.	Rs.	Rs. A.	Rs. A.	Rs. A.
Draftsman	...	75-5-100	1	93 12			
Ditto	...	60-4-80	1	75 0			
Ditto	...	50-4-70	5	65 0	50-5-165	13	101 12
Ditto	...	35-3-50	5	46 4			
Probationer	...	25	1			
Tracer	...	25-2-35	1	32 8	40-2-50	1	47 8
Total	...		14	782 8		14	1,370 4

Executive Engineer, 1st Calcutta Division.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA HABADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Subdivisional Clerk ...	Rs. 35	1	...	Rs. A. P. 35 0 0	Rs. 35-36-40-2 -68-1-80	1	Rs. A. P. 54 8 0	Rs. A. P. 54 8 0	Rs. 35-40-50-2 -70-3-100	1	...	Rs. A. P. 65 5 4		

Executive Engineer, 2nd Calcutta Division.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Rent Collecting Sarkar	Rs. 20	1	...	Rs. A. P. 20 0 0	Rs. 20-1-35	1	Rs. A. P. 29 2 8	Rs. A. P. 29 2 8	Rs. 25-1-45	1	...	Rs. A. P. 35 0 0

Executive Engineer, 3rd Calcutta Division.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Subdivisional Clerks	Rs. 35	2	...	Rs. A. P. 70 0 0	Rs. 35-35-40-2 -68-1-80	3	Rs. A. P. 54 8 0	Rs. A. P. 163 8 0	Rs. 35-40-50-2 -70-3-100	3	65 5 4	Rs. A. P. 196 0 0
Ditto	Rs. 30	1	...	Rs. A. P. 30 0 0								
Total	...	3		Rs. A. P. 100 0 0								

Executive Engineer, Electrical Division.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Subdivisional Clerk ...	Rs. 40	1	...	Rs. A. P. 40 0 0	Rs. 40-1-35	1	Rs. A. P. 49 2 8	Rs. A. P. 49 2 8	Rs. 45-1-45	1	...	Rs. A. P. 55 0 0
Ditto	Rs. 35	1	...	Rs. A. P. 35 0 0	Rs. 35-35-40-2 -68-1-80	3	Rs. A. P. 54 8 0	Rs. A. P. 163 8 0	Rs. 35-40-50-2 -70-3-100	3	65 5 4	Rs. A. P. 196 0 0
Store-keeper	Rs. 50	1	...	Rs. A. P. 50 0 0								
Blue Printer	Rs. 15	2	...	Rs. A. P. 30 0 0	Rs. 20-1-30	2	Rs. A. P. 24 2 8	Rs. A. P. 48 5 4	Rs. 20-1-30	2	24 2 8	Rs. A. P. 48 5 4
Cash Sarkar	Rs. 20	1	...	Rs. A. P. 20 0 0	Rs. 25-1-35	1	Rs. A. P. 29 2 8	Rs. A. P. 29 2 8	Rs. 25-1-35	1	29 2 8	Rs. A. P. 29 2 8
Total	...	6	...	Rs. A. P. 175 0 0	...	6	...	Rs. A. P. 241 0 0		6		Rs. A. P. 273 8 0
GRAND TOTAL	...	98	...	Rs. A. P. 5,079 9 4	...	98	...	Rs. A. P. 7,379 5 4		98		Rs. A. P. 8,638 13 4

Superintending Engineer, Central Circle.

	Rs.		Rs. A. P.	Rs. P.	Rs.		Rs. A. P.	Rs. P.	Rs.		Rs. A. P.	Rs. P.	Rs.		Rs. A. P.	Rs. P.	Rs.
Head Assistant	160-16-240	1	220 0 0	220 0 0	200-20-300	1	275 0 0	275 0 0	250-25-325	1	313 12 0	
Correspondence Clerk	80-4-100	1	95 0 0	95 0 0	125-5-150	1	143 12 0	143 12 0	130-6-160	1	152 8 0	
Ditto	65-4-95	4	20 0 0	320 0 0	90-5-120	4	112 0 0	448 0 0	110-4-133	4	125 0 0	125 0 0	500 0 0	
Ditto	55	3	...	165 0 0	40-40-45 -2-85												
Ditto	50	3	...	150 0 0													
Ditto	45	4	...	10 0 0													
Ditto	40	1	...	40 0 0													
Ditto	35	3	...	105 0 0	...												
Ditto	30	3	...	90 0 0													
Probationer	20	1	...	20 0 0													
Ditto	10	1	...	10 0 0													
Total		25	...	1,395 0 0	...	25	...	2,025 12 0	...	25	2,346 14 4	
Typists	30-2-50	2	43 5 4	86 10 8	45-1-70	2	61 10 8	120 5 4	45-1-100	2	70 10 8	141 5 4		
Unpassed Accounts Clerks.	55	2	...	110 0 0	40-40-45 -2-85												
Ditto	40	2	...	80 0 0													
Ditto	35	1	...	35 0 0													
Ditto	30	2	...	60 0 0													
Total		9	...	285 0 0	...	9	...	547 5 4	...	9	650 0 0	

Superintending Engineer, Central Circle—concluded.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Estimator	Rs. 100-4-120	1	Rs. A. P. 115 0 0	Rs. A. P. 115 0 0	Rs. 200-10-250	1	Rs. A. P. 237 8 0	Rs. A. P. 237 8 0	Rs. 200-10-250	1	Rs. A. P. 237 8 0	Rs. A. P. 237 8 0		
• Ditto	75-5-100	2	93 12 0	187 8 0	(a) 60-5-150-	5	123 0 0	615 0 0	60-5-150- 10-200	5	123 0 0	615 0 0		
Ditto	50-4-70	2	65 0 0	130 0 0	10-200									
Probationer	35	1	...	35 0 0		
Total		6		467 8 0		6		852 8 0		6		852 8 0		
Draftsman	75-5-100	1	93 12 0	93 12 0	(b) 50-5-165	6	101 12 0	610 8 0	50-5-165	6	101 12 0	610 8 0		
Ditto	50-2-70	3	65 0 0	195 0 0										
Ditto	35-3-50	1	46 4 0	46 4 0										
Probationer	25	1	...	25 0 0		
Pracer	25-2-35	1	32 8 0	32 8 0	40-2-50	1	47 8 8	47 8 0	40-2-50	1	47 8 0	47 8 0		
Total		7		392 8 0		7		658 0 0	...	7	...	658 0 0		

(a) Probationer rate Rs. 50.
(b) Ditto " 50.

Executive Engineer, Burdwan Division.

	Rs.		Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.		
Subdivisional Clerk ...	40	1	...	40 0 0	35-35-40 -2-68- $\frac{1}{2}$ -80	3	54 8 0	168 8 0	35-40-50-2 -70-3-100	3	65 5 4	196 0 0
Ditto	35	1	...	35 0 0								
Ditto	30	1	...	30 0 0								
Total				105 0 0								

Executive Engineer, Nadia Rivers Division.

	Rs.			Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs. A. P.	
Subdivisional Clerks ...	25	2	...	50 0 0	35-35-40-2 -68-2-80	10	54 8 0	545 0 0	35-40-50-2 -70-3-100	10	65 5 4	653 5 4		
Traffic Clerks (Navigation).	40	2	...	80 0 0										
Ditto	25	3	...	75 0 0										
Toll Clerks (Navigation).	25	3	..	75 0 0										
		10		280 0 0		10		545 0 0		10		653 5 4		
Total		60		3,011 10 8		60		4,795 1 4		60		5,356 11 8		
GRAND TOTAL														

XCI

SuperIntending Engineer, Eastern Circle.

PRESENT SCALE.						PROPOSED SCALE						SCALE PROPOSED BY RAI M. C. MITTRA BAHADUR					
Designation.	Pay.	No.	Average.	Total.	Rs.	A. P.	Pay.	No.	Average.	Total.	Rs.	A. P.	Pay.	No.	Average.	Total.	Rs. A. P.
1	2	3	4	5	6	7	8	9	10	11	12	13					
Head Assistant	160—16—240	1	220 0 0	220 0 0	200—20—300	1	275 0 0	275 0 0	250—25—325	1	...	Rs. A. P.	313 12 0				
Correspondence Clerk	100—4—120	1	115 0 0	115 0 0	125—5—150	3	143 12 0	431 4 0	130—6—160	3	152 8 0	457 8 0					
Ditto	80—4—100	2	95 0 0	190 0 0													
Ditto	55—6—85	3	77 8 0	232 8 0	90—5—120	5	112 0 0	560 0 0	110—4—130	5	125 0 0	625 0 0					
Ditto	50	7	...	350 0 0													
Ditto	45	5	...	225 0 0													
Ditto	40	7	...	280 0 0	40—40—45— 2—85	27	61 0 0	1,647 0 0	40—45—50 —3—80—3 —110	27	72 10 8	1,962 0 0					
Ditto	35	4	...	140 0 0													
Ditto	30	4	...	120 0 0													
Probationers	10	2	...	20 0 0													
Total		36		1,892 8 0		36		2,913 4 0		36		3,358 4 0					
Typists	30—2—50	5	43 5 4	216 10 8	45—4—70	5	61 10 8	308 5 4	45—4—100	2	70 10 8	141 5 4					
Unpassed Accounts Clerks.	50	2	...	100 0 0													
Ditto	45	2	...	90 0 0													
Ditto	40	3	...	120 0 0													
Ditto	30—2—40	1	37 8 0	37 8 0	40—40—45— 2—85	11	61 0 0	671 0 0	40—45—50—3 —80—3—110	11	72 10 8	799 8 4					
Ditto	35	2	...	70 0 0													
Ditto	30	1	...	30 0 0													
Total		11		447 8 0		11		671 0 0		11		799 8 4					

Estimators	100-4-120	1	115 0 0	115 0 0	200-10-250	1	237 8 0	237 8 0
Ditto	75-5-100	3	93 2 0	281 4 0	60-5-150 -10-200	9	128 0 0	1,107 0 0
Ditto	50-4-70	4	65 0 0	260 0 0	(a) 60-5-150 -10-200	9	123 0 0	1,107 0 0
Ditto	35-3-50	1	46 4 0	46 4 0				
Probationer	35	1	...	35 8 0				
Total		10		737 8 0		10		1,344 8 0
Draftsman	75-5-100	1	93 12 0	93 12 0	(b) 50-5-165	9	101 12 0	915 12 0
Ditto	50-4-70	5	65 0 0	325 0 0				
Ditto	35-3-50	2	46 4 0	92 8 0				
Probationer	25	1	...	25 0 0				
Tracer ...	25-2-35	1	32 8 0	32 8 0	40-2-50	1	47 8 0	47 8 0
Total		10		568 12 0		10		963 4 0

(a) Probationary rate Rs. 60.
(b) Ditto " 50.

Executive Engineer, Chittagong Division.

Store-keeper	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Subdivisional Clerk	55-6-85	1	77 8 0	90-5-120	1	112 0 0
Ditto	40	1	...	35-35-40- 2-68-2-80	3	54 8 0
Total	35	2	...		4	187 8 0
		4				275 8 0
						321 0 0

Executive Engineer, Dacca Division.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITTRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Rs. A. P.	Pay.	No.	Average.	Total.	Rs. A. P.	Pay.	No.	Average.	Total.
1	2	3	4	5		6	7	8	9		10	11	12	13
Subdivisional Clerks ...	Rs. 45	1	...	45 0 0	Rs. A. P.	35-35-40- 2-68- $\frac{2}{3}$ -80	5	54 8 0	272 8 0	Rs. A. P.	35-40-50- 2-70-3-100	5	65 5 4	326 10 8
Ditto ...	35	4	...	140 0 0										
Total ...		5		185 0 0			5		272 8 0			5		326 10 8

Executive Engineer, Bakarganj Division.

Designation.	Pay.	No.	Average.	Total.	Rs. A. P.	Pay.	No.	Average.	Total.	Rs. A. P.	Pay.	No.	Average.	Total.
1	2	3	4	5		6	7	8	9		10	11	12	13
Subdivisional Clerks ...	Rs. 35	3	...	105 0 0	Rs. A. P.	35-35-40- 2-68- $\frac{2}{3}$ -80	3	54 8 0	163 8 0	Rs. A. P.	35-40-50-2 -70-3-100	3	65 5 4	196 0 0
GRAND TOTAL ...		84		4,340 6 8			84		6,911 13 4			84		7,450 8 4

Superintending Engineer, Northern Circle.

XCV

	Rs.		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Assistant	160—16—240	1	220 0 0	220 0 0	200—20—300	1	275 0 0	275 0 0	250—25—325	1	313 12 0			
Correspondence Clerks	80—4—100	2	95 0 0	190 0 0	125—5—150	2	143 12 0	287 8 0	130—6—160	2	305 0 0			
Ditto	55—6—85	4	77 8 0	310 0 0	90—5—120	4	112 0 0	448 0 0	110—4—130	4	500 0 0			
Ditto	50	6	...	300 0 0										
Ditto	45	4	...	180 0 0										
Ditto	40	3	...	120 0 0	40—40—45— —2—85	21	61 0 0	1,281 0 0	40—45—50—3 —80—3—110	21	1,526 0 0			
Ditto	35	3	...	105 0 0										
Ditto	30	2	...	60 0 0										
Probationers	10	3	...	30 0 0										
Total	...	28		1,515 0 0		28		2,291 8 0		28	2,644 12 0			
Typists	30—2—50	5	43 5 4	216 10 8	45—4—70	5	61 10 8	308 5 4	45—4—100	5	353 5 4			
Unpassed Accounts Clerks.	50	4	...	200 0 0										
Ditto	45	1	...	45 0 0										
Ditto	40	2	...	80 0 0	40—40—45— —2—85	9	61 0 0	541 0 0	40—45—50—3 80—3—110	9	654 0 0			
Ditto	35	1	...	35 0 0										
Ditto	30	1	...	30 0 0										
Total	...	9		390 0 0		9		541 0 0						

Superintending Engineer, Northern Circle--*contd.*

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Estimator	Rs. 100-4-120	1	Rs. A. P. 115 0 0	Rs. A. P. 115 0 0	Rs. 200-10-250	1	Rs. A. P. 237 8 0	Rs. A. P. 237 8 0	Rs. 200-10-250	1	Rs. A. P. ...	Rs. A. P. 237 8 0		
Do	75-5-100	4	93 12 0	375 0 0	(a) 60-5-150 -10-200	9	123 0 0	1,107 0 0	60-5-150-10 -200	9	123 9 0	1,107 0 0		
Do	50-4-70	4	65 0 0	65 0 0										
Probationer	35	1	...	35 0 0										
Total		10		590 0 0		10		1,344 8 0		10		1,344 8 0		
Draftsman	75-5-100	1	93 12 0	93 12 0	(b) 50-5-165	13	101 12 0	1,322 12 0	50-5-165	13	101 12 0	1,322 12 0		
Do	50-4-70	3	65 0 0	195 0 0										
Do	35-3-50	8	46 4 0	370 0 0										
Probationer	25	1	...	25 0 0										
Total		13		683 12 0		13		1,322 12 0						

(a) Probationary rate, Rs. 60.
(b) Ditto " 50.

Executive Engineer, Darjeeling Division.

	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.		
Subdivisional Clerks ...	50	2	...	100 0 0	} 35-35-40- 2-68- $\frac{1}{2}$ - 8)	4	54 8 0	218 0 0	35-40-50-2 -70-3-100	4	65 5 4	261 5 4
Ditto ...	40	2	...	80 0 0		—	—	—	—	—	—	—
Total ...	—	4	—	180 0 0	—	4	—	218 0 0	—	—	—	—

Executive Engineer, Rajshahi Division.

	Rs.		Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.			
Subdivisional Clerks	40	3	...	120 0 0	35-35-40-2 -68 - $\frac{1}{2}$ -80	3	54 8 0	163 8 0	35-40-50-2 -70-3-100	3	65 5 4	196 0 0

Executive Engineer, Jalpaiguri Division.

Rs.	Rs. L. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
40	...	35—35—40—2 —68— $\frac{1}{2}$ —80	4	54 8 0	218 0 0	35—40—50—2 —70—3—100	4 65 5 4	261 5 4
Subdivisional clerk ...								

Executive Engineer, Duars Road Division.

Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.			
Subdivisional clerk ...	40	1	...	40 0 0	35—35—40—2 —68— $\frac{1}{2}$ —80	1	54 8 0	54 8 0	35—40—50—2 —70—3—100	1	...	65 5 4
GRAND TOTAL ...	77	•		3,895 6 9	...	77	6,462 1 4		•	77		7,103 5 4

Public Works Office, Chittagong Hill Tracts.

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PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Head Clerk and Accountant.	Rs. 60— $\frac{1}{2}$ —80	1	73 5 4	73 5 4	Rs. 90—5—120	1	112 0 4	112 0 0	Rs. 110—4—130	1	...	125 0 0		
Additional Accounts Clerk.	40— $\frac{1}{2}$ —50	1	46 10 8	46 10 8	} 40—40—45— 2—85.	2	61 0 0	122 0 0	35—40—50—2 —70—3—100.	2	65 5 4	130 10 8		
Clerk ...	30	1	...	30 0 0		1	72 0 0	72 0 0	50—5—80	1	72 0 0	72 0 0		
Draftsman	30	1	...	30 0 0	50—5—80	1	72 0 0	72 0 0	60—5—90	1	82 0 0	82 0 0		
Estimator	60—5—90	1	82 0 0	82 0 0	50— $\frac{1}{2}$ —100	1	75 0 0	75 0 0		
Typist	45— $\frac{1}{2}$ —70	1	61 10 8	61 10 8	35—2—45	1	42 8 0	42 3 0		
Store Muharrir	25	1	...	25	35—2—45	1	42 8 0	42 8 0	40—1—60	1	50 0 0	50 0 0		
Carpenter	22	1	...	22	} 40—1—60	1	50 0 0	50 0 0						
Do.	18	1	...	18										
Total		7	...	245 0 0		8		542 2 8		8		577 2 8		

OFFICE OF COMMISSIONERS OF DIVISIONS.

Upper Division.

Designation.	PRESENT SCALE.						PROPOSED SCALE.						SCALE PROPOSED BY RAI M. C. MITRA BARADUR.			
	East Bengal.			West Bengal.			Pay.	No.	Average.	Total cost.	Pay.	No.	Average.	Total cost.	Pay.	No.
	No.	Pay.	Cost.	No.	Pay.	Cost.										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		
Sheristadar	3	200—10—250	712 8 0	250—10—300	3	287 8 0	862 8 0	250—20—350	3	325 0 0	975 0 0		
Revenue Asst. taut	2	150—5—200	366 10 8	250—10—300	2	287 8 0	575 0 0	250—20—350	2	325 0 0	650 0 0		
Judicial Assistant	2	150—5—200	366 10 8	200—10—250	2	237 8 0	475 0 0	20—10—250	2	237 8 0	475 0 0		
Revenue Head Clerk	1	150	150 0 0		
Judicial Head Clerk	1	125	125 0 0		
Head Clerk	2	125	250 0 0		
Second Clerk	2	75	150 0 0		
Second Revenue Assis- tant.	1	100	100 0 0		
Second Judicial Assis- tant.	1	100	100 0 0		
Municipal Clerk	{ 1 1	125 80	125 0 0 80 0 0		
Peahkar	1	100	100 0 0	{ 1 1	125 80	125 0 0 80 0 0	175—5—200	3	193 12 0	581 4 0	200—10—250	3	237 8 0	712 8 0		
Accountant	1	75	75 0 0	1	80	80 0 0	110—5—160	21	143 5 4	3,010 0 0	120—5—170	21	153 5 4	3,220 0 0		
Ward's Head Clerk	1	90	90 0 0	{ 1 1	125 160	125 0 0 160 0 0		
Education Clerk	1	100	100 0 0		
Land Acquisition Clerk	2	80	160 0 0		
Record-keeper	1	80	80 0 0		
Income-tax Clerk	1	80	80 0 0		

Judicial Side—Upper Division.

Designation.	PRESENT SCALE.						PROPOSED SCALE.						SCALE PROPOSED BY RAI M. C. MITHA BANABUR.			
	East Bengal.			West Bengal.			No.	Pay.	Average.	Total cost.	Pay.	No.	Average.	Total.	Rs.	A. P.
	No.	Pay.	Total cost.	No.	Pay.	Total cost.										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15		
Sheristadar	5	150—10—200	937 8 0	3	150—5—200	550 0 0	21	175—10—275	241 10 8	5,075 0 0	250—15—325	21	306 4 0	6,431 4 0	Rs.	Rs. A. P.
	5	125—10—175	975 0 0	5	125—5—175	791 10 8										
	5			2	100—5—150	266 10 8										
Nazir	5	150	750 0 0	3	150—5—200	550 0 0	21	175—5—225	208 5 4	4,375 0 0	200—5—225	21	218 12 0	4,593 12 0	Rs.	Rs. A. P.
	5	125	750 0 0	5	125—5—175	791 10 8										
	5			2	100—5—150	266 10 8										
Translator and Head Clerk.	5	125	625 0 0	21	145—5—170	163 12 0	3,438 12 0	1 0—5—200	21	183 5 4	3,850 0 0	Rs.	Rs. A. P.
6	100	600 0 0											
...	5										
Translator	5	21	145—5—170	163 12 0	3,438 12 0	1 0—5—200	21	183 5 4	3,850 0 0	Rs.	Rs. A. P.
...	5										
...	5										
Head Clerk	1	90	90 0 0	21	145—5—170	163 12 0	3,438 12 0	1 0—5—200	21	183 5 4	3,850 0 0	Rs.	Rs. A. P.
...	5	80	400 0 0										
...	2	70	140 0 0										
Accountant	5	80	400 0 0	1	80	80 0 0	21	145—5—170	163 12 0	3,438 12 0	1 0—5—200	21	183 5 4	3,850 0 0	Rs.	Rs. A. P.
...	2	70	140 0 0										
...	7	60	420 0 0										
Record-keeper	5	70	350 0 0	1	80	80 0 0	21	145—5—170	163 12 0	3,438 12 0	1 0—5—200	21	183 5 4	3,850 0 0	Rs.	Rs. A. P.
...	3	70	210 0 0										
...	6	60	360 0 0										
Additional Judge's Sheristadar.	6	70	420 0 0	3	70	210 0 0	21	145—5—170	163 12 0	3,438 12 0	1 0—5—200	21	183 5 4	3,850 0 0	Rs.	Rs. A. P.
...	8	70	560 0 0										
...	11	60	660 0 0										

* Includes posts marked (a) and (b) and 10 new posts on account of the transfer of Judge's pathkas from the Lower to the Upper Division in West Bengal.

Judicial Side--Upper Division--contd.

Designation.	PRESENT SCALE.						PROPOSED SCALE.						SCALE PROPOSED BY RAI M. C. MITRA BAHADUR			
	East Bengal.			West Bengal.			No	Pay.	Average.	Total cost.	Pay.	No.	Average.	Total.		
	No	Pay.	Total cost.	No.	Pay.	Total cost.										
1	2	- 3	4	5	6	7	8	9	10	11	12	13	14	15		
Munsif's Sheristadar	134	60	8,040 0 0	17	70	1,190 0 0	235	80-2-100	93 5 4	21,933 5 4	100-4-120	235	115 0 0	27,025 0 0		
				36	60	2,160 0 0										
				46	50	2,400 0 0										
Small Cause Court Clerk.	2	100	200 0 0	(a)									
				2	70	140 0 0										
Small Cause Court Amin.	2	70	140 0 0	1	70	70 0 0	(b)									
Peshkar	11	60	660 0 0										
Sessions Clerk and Shorthand Writer.	1	90	90 0 0	1	125	..	125 0 0	70-4-150	11	110 0 0	1,210 0 0		
				1	60	60 0 0	9	90	..	810 0 0						
Shorthand Writers	5	60	300 0 0	3	60	180 0 0						
				1	50	50 0 0	1	75	..	75 0 0						
Total	238		17,477 8 0	192		14,056 10 8		
Total for the whole Province.	430		31,534 2 8	440		...	50,897 1 4		440		60,576 10 8		

Judicial Side—Lower Division.

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Designation.	PRESENT SCALE.						PROPOSED SCALE.						SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.			
	East Bengal.			West Bengal.			Total No.	Total cost.	No.	Pay.	Average.	Total cost.	Pay.	No.	Average.	Total.
	No.	Pay.	Total cost.	No.	Pay.	Total cost.										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16.	17
Clerks ...	127	50	6,350	47	50	2,350	175	8,750								
Do.	91	45	4,095	91	4,095								
Do. ...	323	40	12,920	135	40	5,400	458	18,320								
Do.	172	35	6,020	172	6,020	2,270	35-35-40- 2-68- 80	54 8	1,23,715	35-40-50- 2-70-3- 100	2,270	65 5 4	1,48,306 10
Do. ...	698	30	20,940	196	30	5,880	894	26,820								
Do.	245	25	6,125	245	6,125								
Probationers	138	15	2,070	107	10	1,070	245	3,140								
Total	1,266		42,280	994		30,940	2,280	73,220								

* Includes 7 Civil Court papers on Ex. 50.

Executive Side—Upper Division.

Designation.	PRESENT SCALE.					PROPOSED SCALE.							SCALE PROPOSED BY RAI M. C. MITRA BARADU.				
	East Bengal.		West Bengal.			No.	Pay.	Average.	Total cost.	Pay	No	Average.	Total.				
	No.	Pay.	Cost.	No.	Pay												
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15			
Superintendent or Sheristadar.	15	175—10—225	3,187 8 0	2	200	400 0 0	27	200—15—275	256 4 0	6,918 12 0	250—15—325	306 4 0	8,263 12 0				
	1	175	175 0 0	5	175	875 0 0											
Fauzdari Head Clerk or Head Assistant.	14	150	2,100 0 0	4	150	600 0 0	26	175—5—200	193 12 0	5,037 8 0	200—5—225	218 12 0	5,687 8 0				
	1	125	125 0 0	4	125	500 0 0											
Treasurer	3	125	375 0 0	3	100	300 0 0	5	150—5—200	183 5 4	916 10 8	150—5—200	183 5 4	916 10 8				
	8	100	800 0 0	7	100	700 0 0											
Accountant	3	80	240 0 0	2	80	160 0 0	20	125—5—175	158 5 4	3,166 10 8	125—5—175	158 5 4	3,166 10 8				
	4	125	500 0 0	3	125	75 0 0											
Revenue Head Clerk	14	100	800 0 0	6	100	600 0 0											
Second Clerk	1	80	320 0 0	2	80	160 0 0											
Record-keeper	1	70	1,400 0 0											
	1	80	80 0 0	4	80	320 0 0											
	1	70	70 0 0	4	70	280 0 0											
	1	100	100 0 0	3	60	180 0 0											
	10	80	800 0 0	4	80	320 0 0											
	4	70	280 0 0	4	70	280 0 0											
	1	60	60 0 0														

Postholder or Judicial Postholder.	10	80	800 0 0	7	30	550 0-0.	27	selection posts 145-5-170	163 12 0	4,421 4 4	Accountants 150-5-200 125-5-175	7	183 5 4	1 293 5 4
Revenue Postholder ...	3	70	210 0 0	4	60	240 0 0								
	1	60	60 0 0											
	1	100	100 0 0	3	80	240 0 0								
	9	80	720 0 0	6	60	360 0 0								
Civil Court Postholder	3	70	210 0 0											
	1	60	60 0 0								
Tausi Navis ...	1	100	100 0 0	1	80	80 0 0								
	5	80	400 0 0	7	70	490 0 0								
	11	70	770 0 0	3	60	180 0 0								
	1	60	60 0 0								
Nazir ...	1	100	100 0 0	2	100	200 0 0								
	8	80	640 9 0	4	80	320 0 0								
	7	70	490 0 0	5	70	350 0 0								
Partition Clerk	1	80	80 0 0											
	2	70	140 0 0								
	1	60	60 0 0								
Excise Clerk	4	70	280 0 0	1	80	80 0 0								
				3	70	210 0 0	246	80-4-140	115 0 0	28,290 0 0	100 5 150	246	153 5 4	32,800 0 0
Translator	1	100	100 0 0								
Subdivisional Head Clerk.	25	100	2,500 0 0	11	80	880 0 0								
	4	80	320 0 0	12	70	840 0 0								
Sub-Treasurer	1	60	60 0 0								
Carried over										

Designation.	PRESENT SCALE.						PROPOSED SCALE.						SCALE PROPOSED BY RAI M. C. MITRA RAHADUR					
	East Bengal.			West Bengal.			No.	Pay.	Average.	Total cost.	Pay.	No.	Average.	Total.				
	No.	Pay.	Cost.	No.	Pay.	Cost.												
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15				
Brought forward ...		Ra.	Ra. A. P.		Ra.	Ra. A. P.		Ra.	Ra. A. P.	Ra. A. P.	Ra.		Ra. A. P.	Ra. A. P.				
Assistant Accountant	1	60	60 0 0	3	80	240 0 0												
Nizamut Head Clerk	4	60	240 0 0												
Cass Head Clerk	1	80	80 0 0	246	80-4-140	115 0 0	28,290 0 0	100-5-150	246	133 5 4	32,800 0 0				
Municipal Head Clerk	1	80	80 0 0												
Khamsahal Clerk	2	70	140 0 0	2	80	160 0 0												
Police Court Clerk	1	60	60 0 0	1	80	80 0 0												
Stenographers and Confidential Assist.	4	125-5-175	833 5 4	5	125-5-225	175 0 0	875 0 0	100-5-160	5	165 5 4	826 16 8				
	1	100-5-150	133 5 4								-8-240							
Total	205		20,699 2 8	153		13,630 0 0								
Total for the whole Province.	356		34,329 2 8	356		...	49,625 13 8		356		56,116 4 0				

Executive Side—Lower Division.

Designation.	PRESENT SCALE.										PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA, BAHADUR.			
	East Bengal.				West Bengal.				Total No.	Total cost.	No.	Pay.	Average.	Total cost.	Pay.	No.	Average.	Total cost.
	No.	Pay.	Total cost.	Rs.	No.	Pay.	Total cost.	Rs.										
1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17		
Clerks	...	61	50	3,050	56	50	2,800	117	Rs. 5,850	2,187	Rs. 35—35—40— —2—68— —3—80.	Rs. A. 54 8	Rs. A. 1,19,191 8	Rs. 35—40— 50—2— 70—3— 100.	2,187	Rs. A. P. 65 5 4	Rs. A. P. 1,42,884 0 0	
Do.	101	45	4,545	89	45	4,005	190	8,550									
Do.	218	40	8,720	184	40	7,360	402	16,080									
Do.	293	35	10,255	191	35	6,685	484	16,940									
Do.	349	30	10,470	213	30	5,390	562	16,860									
Do.	11	25	275	190	25	4,750	201	5,025									
Protationers	...	123	15	1,845	108	10	1,080	231	2,925									
Total	...	1,156	...	39,160	1,031	...	33,070	2,187	72,230									
Shorthand allowances	...	1	40	40	7	40	280	8	320	8	50	...	400 0	50	8	...	400 0 0	
GRAND TOTAL.	72,550	1,19,591 8	...	2,187	...	1,43,284 0 0	

Non-clerical posts in the Land Acquisition establishment of the Collector of the 24-Parganas.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY M. C. MITRA, BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Surveyor	Rs. 60	1	...	Rs. 60	} 50—4—100	2	75 0	Rs. A. 150 0	60—3—120	2	90—0—0	Rs. A. 180 0		
Do.	50	1	...	50										
Tracer	35	1	...	35		40—2—50	1	47 8	47 8	50—1—70	1	...	60 0	
Total ..		3		145		3		197 8		3		240 0		

Rs. A.
Extra cost per mensem ... 47,041 8
" " " annuum ... 5,64,488 0

Posts of excluded or Special Departments recommended for amalgamation with the District Cadre.

Collector of 24-Parganas.

Ward's Establish- ment—	Rs.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs. A.	Rs.	Rs. A. P.	Rs. A. P.			
Head Clerk	45	1	...	45 0	} 35—35—40 —2—68— $\frac{2}{3}$ —80.	2	54 8	109 0	35—40—50 —2—70—3 —100.	2	65 5 4	130 10 8
Clerk	30	1	...	30 0								
Total		2		75 0		2		109 0		2		130 10 8

Collector of Murshidabad.

Ward's Establish-ment—	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	
Clerk	45	1	...	45 0 0	} 35-35-40-2 -68-3-80	2	54 8 0	109 0 0	35-40-50-2 -70-3-100	2	65 5 4	130 10 8
Do.	25	1	...	25 0 0								
Total		2		70 0 0		2		109 0 0		2		130 10 8

Collector of Khulna.

Syedpur Trust Estab- lishment—	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.			
Head Clerk	50	1	...	50 0 0	35-35-40-2 -68-3-80	2	54 8 0	109 0 0	35-40-50-2 -70-3-100	2	65 5 4	130 10 8
Clerk	30	1	...	30 0 0								
Total		2		80 0 0		2		109 0 0		2		130 10 8

Collector of Hooghly.

Ward's Establish- ment—	Ra.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.		
Clerk	30	1	...	35--35--40--2 --68-- $\frac{2}{3}$ --80	1	54 8 0	54 8 0	35--40--50--2 70--3--100	2	65 5 4	130 10 8
Local Agent's Estab- lishment—	45--1--50	1	48 12 0	35--35--40--2 --68-- $\frac{2}{3}$ --80	1	54 8 0	54 8 0				
Clerk											
Total		2	78 12 0		2			109 0 0	2		130 10 8

Collector of Dacca.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Ward's Establishment—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.		
Head Clerk ...	80	1	...	80 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	...	133 5 4		
Clerk ...	45	1	...	45 0 0	} 35—35—40—2 68— $\frac{1}{2}$ —80	2	54 8 0	109 0 0	35—40—50—2 —70—3—100	2	65 5 4	130 10 8		
Do. ...	40	1	...	40 0 0										
Total ...		3		165 0 0		3		224 0 0				264 0 0		
Land Acquisition Establishment—														
Head Clerk ...	60	1	...	60 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	...	133 5 4		
Clerk ...	40	1	...	40 0 0	} 35—35—40—2 —68— $\frac{1}{2}$ —80	2	54 8 0	109 0 0	35—40—50—2 —70—3—100	2	65 5 4	130 10 8		
Do. ...	30	1	...	30 0 0										
Total ...		3		130 0 0		3		224 0 0				264 0 0		
GRAND TOTAL ...		6		295 0 0		6		448 0 0		6		528 0 0		

Cx

Collector of Faridpur.

Designation.	Rs.	No.	Rs. A. P.	Rs. A. P.	Rs.	No.	Rs. A. P.	Rs. A. P.	Rs.	No.	Rs. A. P.	Rs. A. P.
Khas Mahal—												
Head Clerk ...	35	1	...	35 0 0	35—35—40—2 —68— $\frac{1}{2}$ —80	3	54 8 0	163 8 0	35—40—50—2 —70—3—100	3	65 5 4	193 0 0
Head Muharrir ...	25	1	...	25 0 0								
Muharrir ...	20	1	...	20 0 0								
Total ...		3		80 0 0		3		163 8 0		3		196 0 0

Collector of Bakarganj.

Cxi.

Khas Mahal Establish- ment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	
Head Clerk	70	1	...	70 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	...	133 5 4
Clerks	35	2	...	70 0 0	} 35—35—40—2 —68—2—80	4	51 8 0	218 0 0	35—40—50—2 —70—3—100	4	65 5 4	261 5 4
Do.	30	2	...	60 0 0								
Total		5		200 0 0		5		333 0 0		5		394 10 8
Ward's Establish- ment—												
Head Clerk	100	1	...	100 0 0	} 80—4—140	2	115 0 0	230 0 0	100—5—150	2	133 5 4	266 10 8
Clerk	60	1	...	60 0 0								
Do.	35	1	...	35 0 0	} 35—35—40—2 —68—2—80	2	51 8 0	100 0 0	35—40—50—2 —70—3—100	2	65 5 4	130 10 8
Do.	30	1	...	30 0 0								
Total		4		225 0 0		4		330 0 0		4		397 5 4
Colonization Estab- lishment—												
Head Clerk	70	1	...	70 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	...	133 5 4
Clerk	40	1	...	40 0 0	} 35—35—40—2 —68—2—80	1	54 8 0	54 8 0	35—40—50—2 —70—3—100	1	...	65 5 4
Total		2		110 0 0			2		169 8 0		2	
GRAND TOTAL		11		535 0 0		11		841 8 0		11		990 10 8

Collector of Mymensingh.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Ward's Establish- ment—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Head Clerk ...	60—2-70	1	67 8 0	67 8 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	133 5 4	133 5 4
Clerk ...	50	1	...	50 0 0	} 35—35—40—2 —68— $\frac{1}{2}$ —80	2	54 8 0	109 0 0	35—40—50—2 70—3—100	2	65 5 4	130 10 8
Do. ...	35—1—40	1	38 12 0	38 12 0								
Total		3		156 4 0		3		224 0 0		3		264 0 0

cxii

Collector of Rajshahi.

Partition Establish- ment—	Ra.		Ra. A. P.	Ra. A. P.	Ra.		Ra. A. P.	Ra. A. P.	Ra.		Ra. A. P.	Ra. A. P.
Head Clerk ...	60	1	...	60 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	133 5 4	133 5 4
Clerk ...	40	1	...	40 0 0	35—35—40—2 —68— $\frac{1}{2}$ —80	1	54 8 0	54 8 0	35—40—50—2 —70—3—100	1	65 5 4	65 5 4
Total ...		2		100 0 0		2		169 8 0		2		198 10 8
Khas Mahal Establish- ment—												
Muharrir ...	20	1	...	20 0 0	35—35—40—2 —68— $\frac{1}{2}$ —80	1	54 8 0	54 8 0	35—35—40—2 —68— $\frac{1}{2}$ —80	1	54 8 0	54 8 0
GRAND TOTAL ...		3		120 0 0		3		224 0 0		3		253 2 8

Collector of Pabna.

Khas Mahal Establish- ment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Peshkar	35	1	...	35 0 0	35—35—40—2 —68—0—80	1	54 8 0
							54 8 0
							35—40—50—2 —70—3—100
						1	65 5 4

Collector of Bogra.

Khas Mahal Establish- ment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Clerk	35	1	...	35 0 0	35—35—40—2 —68—3—80	2	54 8 0
Jamanavis	30	1	...	30 0 0			
Total	...	2		65 0 0		2	109 0 0
							65 5 4
							35—0—50—2 —70—3—100
						2	130 10 8

Collector of Dinajpur.

Ward's Establish- ment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Head Clerk	60	1	...	60 0 0	80—4—140	1	115 0 0
Clerk	30	1	...	30 0 0	35—35—40—2 —68—3—80	1	54 8 0
Total	...	2		90 0 0		2	169 8 0
							100—5—150
							35—40—50—2 —70—3—100
						1	133 5 4
						1	65 5 4
							198 10 8

Collector of Rangpur.

Ward's Establish- ment—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Clerk	30	1	...	30 0 0	35—35—40—2 —68—3—80	1	54 8 0
							35—40—50—2 —70—3—100
						1	65 5 4

Deputy Commissioner of Jalpaiguri.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Khas Mahal Establishment—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Assistant Tahsildar	60	1	...	60 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	...	133 5 4
Naib Tahsildar ...	50	1	...	50 0 0								
Peshkar	50	1	...	50 0 0								
Do.	45	2	...	90 0 0								
Accountant	40	1	...	40 0 0								
Peshkar	40	1	...	40 0 0	35—3—40—2— 68— $\frac{1}{2}$ —80	19	54 8 0	1,035 8 0	35—40—50—2 —70—3—100	19	65 5 4	1,241 5 4
Muharrirs	35	3	...	105 0 0								
Accountant	35	1	...	35 0 0								
Muharrirs	30	9	...	270 0 0								
Total		20		740 0 0		20		1,150 8 0		20		1,374 10 8

cxiv

Collector of Comilla.

Designation.	Rs.	No.	Rs. A. P.	Total.	Rs.	No.	Rs. A. P.	Total.	Rs.	No.	Rs. A. P.	Total.
Ward's Establishment—												
Head Clerk	70	1	...	70 0 0	80—4—140	1	115 0 0	115 0 0	100—5—150	1	133 5 4	133 5 4
Ditto	35	1	...	35 0 0	35—35—40—2 —68— $\frac{1}{2}$ —80	1	54 8 0	54 8 0	35—40—50—2 —70—3—100	1	65 5 4	65 5 4
Total		2		105 0 0		2		169 8 0		2		198 10 8

Khas Mahal Establishment—									
Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
50	1	...	50 0 0	35-35-40-2 -68-2-80	2	54 8 0	109 0 0	35-40-50-2 -70-3-100	2
40	1	...	40 0 0						
	2		90 0 0						
	4		195 0 0						
Total							27 8 0		
GRAND TOTAL									4
									329 5 4

Collector of Chittagong.

Ward's Establishment—									
Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
50	1	...	50 0 0	35-35-40-2 -68-2-80	3	54 8 0	163 8 0	35-40-50-2 -70-3-100	3
35	1	...	35 0 0						
30	1	...	30 0 0						
	3		115 0 0						
Total									
									196 0 0
Land Acquisition Establishment—									
Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
45	1	...	45 0 0	35-35-40-2 68-2-80	2	54 8 0	109 0 0	35-40-50-2 -70-3-100	2
40	1	...	40 0 0						
	2		85 0 0						
Total									
									65 5 4
GRAND TOTAL									
									130 10 8
									326 10 8

Collector of Noakhali.

cxvi

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Rs.	Rs. A. P.	Rs. A. P.	Pay.	No.	Average.	Pay.	No.	Average.	Total.
1	2	3	4	5				6	7	8	9	10	11	12
Ward's Establishment—	Rs.		Rs.	Rs.				Rs.				Rs.		
Clerk ...	25	1	...	25 0 0	35—35—40—2 65— $\frac{1}{2}$ —80.	54 8 0	54 8 0	35—40—50—2 —70—3—100.	1	65 5 4	65 5 4	1	65 5 4	65 5 4
Khas Mahal Establishment—														
Clerks	40	1	...	40 0 0	35—35—40—2 68— $\frac{1}{2}$ —80.									
Do. ...	35	1	...	35 0 0				272 0 0	5	65 5 4	65 5 4	5	65 5 4	326 1 8
Do. ...	30	3	...	90 0 0										
Total		5		165 0 0				272 8 0	5			6		392 0 0
GRAND TOTAL		6		199 0 0				327 0 0	6		
Total for the Province		76		3,035 0 0				4,753 0 0	75			75		5,437 2 8

The Collecting, Survey and Miscellaneous Staff of the Khas Mahal Department.

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	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
24-Parganas —									
Tahsildar	20—2—40	1	33 5 4	33 5 4	200 0 0	25 0 0	35—1—55	13	45 0 0
Ditto	3—	2	60 0 0	60 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Ditto	20—1—30	8	200 0 0	200 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Ditto	25	1	25 0 0	25 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Naib ...	28	1	28 0 0	28 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Sarkar	15	1	15 0 0	15 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Surveyor	50	1	50 0 0	50 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Total		15	411 5 4	411 5 4	25 0 0	25 0 0	35—1—55	13	45 0 0
Midnapore—(a)									
Tahsildar	10	1	10 0 0	10 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Ditto	14	1	14 0 0	14 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Ditto	6	1	6 0 0	6 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Total		3	30 0 0	30 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Faridpur—									
Amins	20	2	40 0 0	40 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Tahsildars	25	3	75 0 0	75 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Ditto	20	12	240 0 0	240 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0
Total		17	355 0 0	355 0 0	25 0 0	25 0 0	35—1—55	13	45 0 0

(a) These men get commission in addition to pay.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Barisal—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.		
Clerks	40	3	...	120 0 0	55—2—65	3	62 8 0	187 8 0	60—2—70	3	67 8 0	202 8 0		
Do.	35	3	...	105 0 0	35—1—55	18	45 0 0	810 0 0	35—1—55	18	45 0 0	810 0 0		
Do.	30	7	...	210 0 0										
Do.	25	8	...	200 0 0										
Total	...	21		635 0 0		21		997 8 0		21		1,012 8 0		
Pabna—														
Collection Muharrirs	20	3	...	60 0 0	35—1—55	3	45 0 0	135 0 0	35—1—55	3	45 0 0	135 0 0		
Total	...	3		60 0 0		3		135 0 0		3		135 0 0		
Bogra—														
Kaungya	35	1	...	35 0 0	35—1—55	1	45 0 0	45 0 0	35—1—55	1	45 0 0	45 0 0		
Total	...	1		35 0 0		1		45 0 0		1		45 0 0		

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(a) Temporary for one year.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.					
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	
1	2	3	4	5	6	7	8	9	10	11	12	13	
Murshidabad—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	
Tahsildar	25	1	...	25 0 0	35—1—55	5	45 0 0	225 0 0	35—1—55	5	45 0 0	225 0 0	
Ditto	20	4	...	80 0 0									
Total		5		105 0 0		5		225 0 0		5		225 0 0	
Kulna—													
Tahsildar	35	1	...	35 0 0	35—1—55	1	45 0 0	45 0 0	35—1—55	1	45 0 0	45 0 0	
Total		1		35 0 0		1		45 0 0		1		45 0 0	
Dacca—													
Tahsildar	35	1	...	35 0 0	35—1—55	6	45 0 0	270 0 0	35—1—55	6	45 0 0	270 0 0	
Ditto	30	5	...	150 0 0									
Total		6		185 0 0		6		270 0 0		6		270 0 0	
Mymensingh—													
Tahsildars	30	3	...	90 0 0	35—1—55	3	45 0 0	135 0 0	35—1—55	3	45 0 0	135 0 0	
Total		3		90 0 0		3		135 0 0		3		135 0 0	
Chittagong—													
Tahsil Muharirs	40	10	...	400 0 0	55—2—65	10	62 8 0	625 0 0	60—2—70	10	67 8 0	675 0 0	
Ditto	35	17	...	595 0 0		50	45 0 0	2,250 0 0		50	45 0 0	2,250 0 0	
Ditto	30	33	...	990 0 0									
Total		60		1,985 0 0		60		2,875 0 0		60		2,925 0 0	

Tippera—																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																															</
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Offices under the Public Health Department.
Assistant Director of Public Health, Malaria Research Branch.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.			
Clerk	...	50	1	...	50 0 0	...	60—2—80	1	73 5 4	} 35—40—50— 2—70—3 —100	65 5 4	130 10 8
Do.	...	40	1	...	40 0 0	...	35—35—40— —60	1	46 10 8			
Total	...		2		90 0 0			2	120 0 0	.		130 10 8

Assistant Director of Public Health, Burdwan Circle.

PRESENT SCALE.					PROPOSED SCALE.					SCALE REQUESTED BY RAI M. C. MITHA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.		
Clerk	50	1	...	50 0 0	60-2-80	1	73 5 4	73 5 4	35-40-50-2 -70-3-100	1	...	65 5 4		

Assistant Director of Public Health, Dacca Circle.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Clerk	Rs. 40-1-50	1	46 10 8	46 10 8	Rs. 60-2-80	1	73 5 4	73 5 4	Rs. 35-40-50-2 -70-3-100	1	...	65 5 4

Assistant Director of Public Health, Rajshahi Circle.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Clerk	Rs. 40-2-50	1	47 8 0	47 8 0	Rs. 60-2-80	1	73 5 4	73 5 4	Rs. 35-40-50-2 -70-3-100	1	...	65 5 4

Assistant Director of Public Health, Presidency Circle.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Head Clerk	Rs. 50	1	...	50 0 0	Rs. 60-2-80	1	73 5 4	73 5 4	Rs. 35-40-50-2 -70-3-100	1	...	65 5 4
Clerk	Rs. 30	1	...	30 0 0	Rs. 35-35-40-2 -60	2	46 10 8	93 5 4	Rs. 35-40-50-2 -70-3-100	3	65-5-4	196 0 0
ANIMAL VACCINE DEPOT.												
Despatch Clerk	Rs. 30-2-50	1	43 5 4	43 5 4								
Total		3		123 5 4		3		166 10 8		3		196 0 0

Sanitary Laboratory.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Clerk ...	30	1	...	35-35-40-2-60	1	46 10 8	35-40-50-2-70-3-100	1	65 5 4
GRAND TOTAL	9	9	9	588 0 0

Offices of Civil Surgeons and Establishments of the Dacca Medical Institution.

Civil Surgeons' Offices.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.		
Clerks ...	50-2-70	6	63 5 4	380 0 0	60-4-80	28	75 0 0	2,100 0 0	70-3-100	28	90 0 0	2,520 0 0
Do. ...	40-2-60	9	53 5 4	480 0 0								
Do. ...	40-2-50	13	47 8 0	617 8 0								
Do. ...	35-2-45	6	42 8 0	255 0 0								
Do. ...	30-1-35	22	33 12 0	742 8 0	35-35-40-2-60	35	46 10 8	1,633 5 4	35-40-50-1-60-2-70	35	54 4 0	1,898 12 0
Do. ...	30	5	...	150 0 0								
Probationers	15	2	...	30 0 0								
Total	...	63	...	2,655 0 0	63			3,733 5 4			4,418 12 0	

Dacca Medical School.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.			
Clerk ...	40-2-60	1	53 5 4	53 5 4	60-4-80	1	75 0 0	75 0 0	70-3-100	1	...	90 0 0
Do. ...	30-1-40	1	36 10 8	35-35-40 -2-60	2	46 10 8	93 5 4	35-40-50-1 -60-2-70	2	54 4 0	108 8 0	
Do. ...	30	1	...									30 0 0
Total ...		3		120 0 0	3		168 5 4		3		198 8 0	

Mitford Hospital, Dacca.

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	- 2	3	4	5	6	7	8	9	10	11	12	13
Head Clerk and Accountant.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
	35-1-50	1	43 12 0	43 12 0	60-4-80	1	75 0 0	75 0 0	70-3-100	1	...	90 0 0
Diet Clerk	30-1-40	1	38 12 0	38 12 0	35-35-40-3-60	1	46 10 8	46 10 8	35-40-50-1-60-2-70	1	...	54 4 0
Store Clerk	20-1-30	1	26 10 8	26 10 8	30-1-45	1	38 12 0	38 12 0	55-1-50	1	...	43 12 0
Total		3		109 2 8		3		160 6 8		3		188 0 0

CXXIV

Clerks in the Jail Department.

Jail Depot Calcutta.

Designation.	Rs.	No.	Rs. A. P.	Total.	Rs.	No.	Rs. A. P.	Total.	Rs.	No.	Rs. A. P.	Total.
Salesman	75	1	...	75 0 0	100	1	...	100 0 0	100-5-125	1	...	118 12 0
Clerk	30	1	...	30 0 0	30-30-35-1-3-55	2	41 10 8	83 5 4	30-30-35-1-55	2	41 10 8	83 5 4
Do.	20	1	...	20 0 0								
Sarkar	15	1	...	15 0 0	25-1-35	1	29 2 8	29 2 8	25-1-35	1	29 2 8	29 2 8
Total		4		140 0 0		4		212 8 0		4		231 4 0

Central Jail.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Accountant	80	1	...	100-5-125	1	118 12 0	118 12 0	...	1	122 8 0
Do.	50-1-60	2	56 10 8	75-4-90	3	85 0 0	255 0 0	75-4-100	3	275 0 0
Assistant Accountant	50-1-60	1	56 10 8	45-3-75	5	65 0 0	325 0 0	50-3-80	5	350 0 0
Store-keepers	30-2-50	1	43 5 4	90-2-110-3	4	110 1 8	441 10 8	90-3-135	4	465 0 0
Task-taker	30-2-50	4	43 5 4	50-2-70	1	63 5 4	63 5 4	50-2-70-3	1	70 10 8
Factory Overseers	60-2-90	4	77 8 0
Draftsman	40	1
Total	...	14	14	...	1,203 12 0	...	14	1,283 2 8

Subsidiary Jails.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Part-time Clerks	12	28	...	18	28	...	504 0 0	20	28	560 0 0
Full-time "	20	28	...	30-1-50	28	40 0 0	1,120 0 0	30-1-50	28	1,120 0 0
Total	...	56	56	...	1,624 0 0	...	56	1,680 0 0

Juvenile Jail—Cinchona establishment.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Head Clerk	40-2-50	1	47 8 0	65-2-75	1	72 8 0	72 8 0	70-2-90	1	83 10 8
Clerk	30	1	...	40-40-45-3-65	1	51 10 8	51 10 8	40-45-60-1-70	1	54 0 0
Total	...	2	2	...	124 2 8	...	2	137 10 8

Juvenile Jail—Quinine Industry Department.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	*Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Head Clerk		
Clerk		
Quinine Supervisor		
Do. Overseer		
Total		

Port Office and its attached offices at Chittagong.

Designation.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.
Port Officer's establishment Clerk.	80—4—120	1	106 10 8	106 10 8	110—5—160	1	143 5 4	143 5 4	125—5—175	1	158 5 4	158 5 4
Shipping Master's establishment Clerk.	30—2—50	1	43 5 4	43 5 4	60—4—80	2	75 0 0	150 0 0				
Engineer and Ship-Surveyor's establishment Clerk.	40—4—60	1	55 0 0	55 0 0								
Engineer and Ship-Surveyor's establishment Clerk and typist.	30	1	...	30 0 0	35—35—40—1—60	1	46 10 8	46 10 8				
Total	...	4		235 0 0		4		340 0 0		4		354 5 4

Thal Lunatic Asylum, Berhampore.

	Ra.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Clerk ...	50-2-80	1	67 8 0	50- $\frac{1}{2}$ -100	1	75 0 0	80-3-110	1	100 0 0
Do. ...	40-2-60	1	53 5 4	40- $\frac{1}{2}$ -80	1	66 10 8	35-40-50-2-80	1	62 4 0
Total		2	120 13 4		2	141 10 8		2	162 4 0

Establishment of the Political Agent, Tipperah.

	Ra.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Clerk ...	75- $\frac{1}{2}$ -100	1	91 10 8	100-4-140	1	126 10 8	125-5-150	1	143 12 0
Do. ...	30-1-40	1	36 10 8	35-35-40-2-68- $\frac{1}{2}$ -80	1	54 8 0	35-40-50-2-70-3-100	1	65 5 4
Total		2	128 5 4		2	161 2 8		2	209 1 4

Special Agents for the collection of political intelligence at Ghoom and Teesta.

	Ra.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Special Agent at Teesta	50-2-70	1	63 5 4	80-2-100	1	93 5 4	80-4-120	2	213 5 4
Special Agent at Ghoom.	50-2-70	1	63 5 4	80-2-100	1	93 5 4			
Total		2	126 10 8		2	186 10 8		2	213 5 4

Tramo Registration Establishment.

PRESENT SCALE.					PROPOSED SCALE.					SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Jerks in Howrah ...	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.		
	25	5	...	125 0 0	}	30-1-40 -1-45	15	36 4 0	35-1-45	15	40 0 0	600 0 0		
	20	5	...	100 0 0										
	15	5	...	75 0 0										
Total ...		15		300 0 0										
Jerks in the 24-Parganas.	30	4	...	120 0 0	}	30-1-40 -1-45	33	36 4 0	1,196 4 0	4	50 0 0	200 0 0		
	25	7	...	175 0 0										
	20	11	...	220 0 0										
	Ditto ...	15	11	...	165 0 0									
Total ...		33		680 0 0										

Clerks in Jalpaiguri ...	25 (a)1	...	25 0 0	35	1	...	35 0 0	40	1	...	40 0 0
Ditto ...	20 (b)1	...	20 0 0	30	1	...	30 0 0	35	1	...	35 0 0
Ditto ...	20 2	..	40 0 0	30-1-40 -1-45	2	36 4 0	72 8 0	35-1-45	2	40 0 0	80 0 0
Total ...	4		(c) 60 6 8		4		102 1 4		4		155 0 0
Clerks in Darjeeling ...	50 1	...	50 0 0	75	1	...	75 0 0	80	1	...	80 0 0
Ditto ...	25-5-50 1	43 12 0	43 12 0	40-5-75	1	65 1 4	65 1 4	45-5-80	1	...	70 1 4
Ditto ...	30 1	...	30 0 0	30-1-40	6	36 4 0	217 8 0	40-1-60	1		50 0 0
Ditto ...	20 5	...	100 0 0	-1-45				35-1-45	5	40 0 0	200 0 0
Total ...	8		223 12 0		8		857 9 4		8		400 1 4
Clerks in Mynensingh	30 1	..	30 0 0	30-1-40 -1-45	1	36 4 0	36 4 0	40-1-60	1	...	50 0 0
GRAND TOTAL ...	61		1,294 2 8		61		9,235 14 0		61		2,565 1 4

Establishment of the Orphanage and Cattle Markets, Kidderpore.

I agree with my colleagues.

Registration Offices (headquarters and headquarters Joint.)

PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BHADUR				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Head Clerks	Rs. 50—2—60	9	Rs. A. P. 57 8 0	Rs. A. P. 517 8 0	} Lis. 60—4—80	25	75 0 0	1,875 0 0	Rs. 80—4—100	25	95 0 0	2,375 0 0
Ditto	40—2—50	16	47 8 0	760 0 0								
Record-keepers	45	9	...	405 0 0	} (a) 40—1—60	102	50 0 0	5,100 0 0	50—1—80	102	65 0 0	6,630 0 0
Ditto	40	16	...	640 0 0								
Other clerks	40	10	...	400 0 0								
Ditto	35	25	...	875 0 0								
Ditto	30	28	...	840 0 0	} (b) 30—1—40	190	35 0 0	6,650 0 0	35—1—45	190	40 0 0	7,600 0 0
Clerks (joint offices)	30	14	...	420 0 0								
Muharrirs	25	69	...	1,725 0 0								
Do. (joint offices)	25	26	...	650 0 0								
Apprentices	10	95	...	950 0 0								
Total		317		8,182 8 0		317		13,625 0 0		317		16,505 0 0

(a) Efficiency bar at Rs. 35.
(b) Ditto at Rs. 50.

Registration Offices (Rural).

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Clerks	25	358	...	8,950 0 0	(a) 35-1-45	358	40 0 0	14,320 0 0	35-1-50	358	43 12 0	15,662 8 0
Muharrirs	20	587	...	11,740 0 0								
Total		945		20,690 0 0	(b) 25-1-35	587	30 0 0	17,610 0 0	30-1-40	587	35 0 0	20,545 0 0
						945		31,930 0 0		945		36,207 8 0

(a) Efficiency bar at Rs. 40
(b) Ditto at Rs. 30.

CMXX

MENIALS.

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in A districts.

Office to which the proposition refers.	PRESENT SCALE.				PROPOSED SCALE.				PROPOSED BY RAI M. C. MITRA RAHADUR.	
	No.	Designation.	Minimum.	Pay. Increment.	Maximum.	Total average cost.	Pay.	Total average cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9	10	11
3—Land Revenue	105	Peons	11	...	13	1,277 8 0	15-1-19	1,785	15-1-20	1,837 8 0
	16	Duffries	11	...	13	194 10 8	15-1-19	272	16-1-22	297 9 4
	2	Chainmen	11	...	13	24 5 4	15-1-19	34	15-1-20	35 0 0
	62	Process-serving peons	13	...	15	878 5 4	18-1-22	1,240	18-1-24	1,277 2 2
	2	Durwans	11	...	13	24 5 4	15-1-19	34	15-1-20	35 0 0
4—Opium	187	Total	2,399 2 8	...	3,365	3,482 3 6
	13	Burkandazes	11	...	13	158 2 8	15-1-19	221	15-1-20	227 8 0
	4	Peons	11	...	13	48 10 8	15-1-19	68	15-1-20	70 0 0
6—Stamp	1	Pressman	11	...	13	12 2 8	15-1-19	17	15-1-20	17 8 0
	5	Total	60 13 4	85	87 8 0
	186	Peons	11	...	13	2,263 0 0	15-1-19	3,162	15-1-20	3,255 0 0
9—Customs (a)	11	Duffries	11	...	13	133 13 4	15-1-19	187	16-1-22	204 11 5
	10	Lascars	11	...	13	121 10 8	15-1-19	170	15-1-20	175 0 0
	10	Goliaks	11	...	13	121 10 8	15-1-19	170	15-1-20	175 0 0
	217	Total	2,640 2 8	3,689	3,869 11 5

(a) The best establishment, the pay of which was revised.

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in
A District—contd.

Office to which the proposition refers.	PRESENT SCALE.						PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
	No	Designation.	Pay.			Total average cost	Pay.	Total average cost.	Pay.	Total cost
			Minimum.	Increment.	Maximum.					
1	2	3	4	5	6	7	8	9	10	11
10—Assessed Taxes ...	21	Peons ...	Rs. 11	...	Rs. 13	Rs. A. P. 255 8 0	Rs. 15-1-19	Rs. 357	Rs. 15-1-20	Rs. A. P. 367 8 0
	1	Duffry ...	Rs. 11	...	Rs. 13	Rs. 12 2 8	Rs. 15-1-19	Rs. 17	Rs. 16-1-22	Rs. 18 9 7
	22	Total	Rs. 267 10 8	Rs. 374 *	Rs. 386 1 7
11—Forests ...	11	Peons ...	Rs. 11	...	Rs. 13	Rs. 133 13 4	Rs. 15-1-19	Rs. 187	Rs. 15-1-20	Rs. 192 8 0
	118	Guards ...	Rs. 11	...	Rs. 13	Rs. 1,435 10 8	Rs. 15-1-19	Rs. 2,006	Rs. 15-1-20	Rs. 2,065 0 0
	129	Total	Rs. 1,569 8 0	Rs. 2,193	Rs. 2,257 8 0
12—Registration ...	15	Peons ...	Rs. 11	...	Rs. 13	Rs. 182 8 0	Rs. 15-1-19	Rs. 256	Rs. 15-1-20	Rs. 262 8 0
	8	Duffries ...	Rs. 11	...	Rs. 13	Rs. 97 5 4	Rs. 15-1-19	Rs. 136	Rs. 16-1-22	Rs. 148 12 8
	23	Total	Rs. 279 13 4	Rs. 391	Rs. 411 4 8
18—General admini- stration.	148	Peons ...	Rs. 11	...	Rs. 13	Rs. 1,800 10 8	Rs. 15-1-19	Rs. 2,516	Rs. 15-1-20	Rs. 2,590 0 0
	4	Durwans ...	Rs. 11	...	Rs. 13	Rs. 48 10 8	Rs. 15-1-19	Rs. 68	Rs. 15-1-20	Rs. 70 0 0
	3	Duffries ...	Rs. 11	...	Rs. 13	Rs. 36 8 0	Rs. 15-1-19	Rs. 51	Rs. 16-1-22	Rs. 55 12 9
	4	Messengers ...	Rs. 11	...	Rs. 13	Rs. 48 10 8	Rs. 15-1-19	Rs. 68	Rs. 15-1-20	Rs. 70 0 0
	159	Total	Rs. 1,934 8 0	...	Rs. 2,703	..	Rs. 2,786 12 9

19A—Law and Justice	205	Peons	11	...	13	2,494 2 8	15-1-19	3,486	15-1-20	3,587 8 0
	150	Process-serving peons	13	...	15	2,125 0 0	18-1-22	3,000	18-1-24	3,089 13 6
	21	Duftries	11	...	13	255 8 0	15-1-19	357	16-1-22	390 9 3
	14	Durwans	11	...	13	170 5 4	15-1-19	238	15-1-20	245 0 0
	41	Burkandazes	11	...	13	498 13 4	15-1-19	697	15-1-20	717 7 0
	431	Total	5,543 13 4	...	7,777	...	8,030 5 9
19B—Jails	20	Peons	11	...	13	243 5 4	15-1-19	340	15-1-20	350 0 0
	1	Durwans	11	...	13	12 2 8	15-1-19	17	15-1-20	17 8 0
	3	Messengers	11	...	13	36 8 0	15-1-19	51	15-1-20	52 8 0
	24	Total	292 0 0	...	408	...	420 0 0
20—Police	16	Duftries	11	...	13	194 10 8	15-1-19	272	16-1-22	297 9 4
	2	Durwans	11	...	13	24 5 4	15-1-19	34	15-1-20	35 0 0
	4	Manjis	11	...	13	48 10 8	15-1-19	68	15-1-20	70 0 0
	21	Peons	11	...	13	255 8 0	15-1-19	357	15-1-20	367 8 0
	14	Dandies	11	...	13	170 5 4	15-1-19	238	15-1-20	245 0 0
	57	Total	693 8 0	...	969	...	1,015 1 4
21—Marine	26	Peons	11	...	13	316 5 4	15-1-19	442	15-1-20	455 0 0
	4	Duftries	11	...	13	48 10 8	15-1-19	68	16-1-22	74 6 4
	4	Durwans	11	...	13	48 10 8	15-1-19	68	15-1-20	70 0 0
	20	Lascars	11	...	13	243 5 4	15-1-19	340	15-1-20	350 0 0
	1	Manjhi	11	...	13	12 2 8	15-1-19	17	15-1-20	35 0 0
	13	Dandies	11	...	13	158 2 8	15-1-19	221	15-1-20	227 8 0
	68	Total	827 5 4?	7,156	1,211 14 4

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in A District—*concl.*

Office to which the proposition refers.	PRESENT SCALE						PROPOSED SCALE			PROPOSED BY RAI M. C. MITRA BAHADUR		
	No.	Designation.	Pay.			Total average cost.	Pay.	Total average cost.	Pay.	Total cost.		
			Minimum.	Increment.	Maximum.							
1	2	3	4	5	6	7	8	9	10	11		
22—Education	160	Peons	11	...	13	Rs A. P. 1,946 10 8	15-1-19	2,720	15-1-20	2,800 0 0		
	23	Darwans	11	...	13	279 13 4	15-1-19	391	15-1-20	402 8 0		
	31	Duftries	11	...	13	377 2 8	15-1-19	527	16-1-22	576 9 7		
	1	Pressman	11	...	13	12 2 8	15-1-19	17	15-1-20	17 8 0		
	215	Total	2,515 13 4	3,655	3,796 9 7		
23—Ecclesiastical	1	Peon	11	...	13	12 2 8	15-1-19	17	15-1-20	17 8 0		
	4	Hearers	11	...	13	48 10 8	15-1-19	68	15-1-20	70 0 0		
	5	Total	60 13 4	85	87 8 0		
	36	Peons	11	...	13	438 0 0	15-1-19	612	15-1-20	630 0 0		
24—Medical	9	Duftries	11	...	13	109 8 0	15-1-19	153	16-1-22	167 6 3		
	33	Darwans	11	...	13	401 8 0	15-1-19	561	15-1-20	577 8 0		
	26	Hearers	11	...	13	316 5 4	15-1-19	442	15-1-20	455 0 0		
	104	Total	1,265 5 4	1,768	1,829 14 3		
26—Scientific and other Minor Departments.	60	Peons	11	...	13	730 0 0	15-1-19	1,020	15-1-20	1,050 0 0		
	2	Duftries	11	...	13	24 5 4	15-1-19	34	16-1-22	37 3 4		
	12	Darwans	11	...	13	146 0 0	15-1-19	204	15-1-20	210 0 0		
	1	Bearer	11	...	13	12 2 8	15-1-19	17	15-1-20	17 8 0		
	75	Total	912 8 0	...	1,275	...	1,314 11 4		

		CXXXXV									
30—Stationery and Printing.	35 Daftries	680 15 5
	16 Peons	280 0 0
	2 Durwans	35 0 0
	53 Total	965 15 5
43—Irrigation	9 Dafadars	157 8 0
	58 Peons	1,015 0 0
	5 Duftries	92 15 11
	2 Burkandazes	35 0 0
	25 Maujhies	437 8 0
	8 Koyals	140 0 0
	107 Total	1,877 15 11
45—Public Works	104 Peons	1,820 0 0
	8 Duftries	148 12 8
	9 Durwans	157 8 0
	4 Treasure-guards	70 0 0
	125 Total	2,196 4 8
	Grand Total	36,193 14 6

Rs. A.
 Extra cost per annum ... 9,975 0
 " " " " " " " " 1,19,546 0

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in B districts.

Office to which the proposition refers.		PRESENT SCALE.					PROPOSED SCALE.			PROPOSED BY RAJ M. C. MITRA BAHADUR.	
		No.	Designation	Pay.			Total average cost.	Pay.	Total average cost.	Pay.	Total cost.
				Minimum.	Increment.	Maximum.					
1		2	3	4	5	6	7	8	9	10	11
3—Land Revenue	642	Peons	...	10	...	12	Rs. A. P. 7,169 0 0	13— $\frac{1}{2}$ —17	Rs. 9,630	14— $\frac{1}{2}$ —19	Rs. A. P. 10,593 0 0
	159	Duftries	...	10	...	12	1,775 8 0	13— $\frac{1}{2}$ —17	2,385	15— $\frac{1}{2}$ 20	2,762 8 0
	61	Chainmen	...	10	...	12	681 2 8	13— $\frac{1}{2}$ —17	915	14— $\frac{1}{2}$ —19	1,006 8 0
	1,193	Process-serving peons	...	13	...	15	16,900 13 4	16— $\frac{1}{2}$ —20	21,474	16— $\frac{1}{2}$ —22	22,188 8 11
	2	Durwans	...	10	...	12	22 5 4	13— $\frac{1}{2}$ —17	30	14— $\frac{1}{2}$ —19	33 0 0
	6	Manjhis	...	10	...	12	67 0 0	14— $\frac{1}{2}$ —18	96	14— $\frac{1}{2}$ —19	99 0 0
	2,063	Total	26,615 13 4	...	34,530	...	36,702 8 11
9—Customs	4	Peons	...	10	...	12	44 10 8	13— $\frac{1}{2}$ —17	60	14— $\frac{1}{2}$ —19	66 0 0
	1	Duftry	...	10	...	12	11 2 8	13— $\frac{1}{2}$ —17	15	15— $\frac{1}{2}$ —20	17 8 0
	1	Manjhi	...	10	...	12	11 2 8	14— $\frac{1}{2}$ —18	16	14— $\frac{1}{2}$ —19	16 8 0
	18	Crew	...	10	...	12	201 0 0	14— $\frac{1}{2}$ —18	288	14— $\frac{1}{2}$ —19	297 0 0
	24	Total	268 0 0	...	379	...	397 0 0
10—Assessed Taxes	58	Peons	...	10	...	12	424 5 4	13— $\frac{1}{2}$ —17	570	14— $\frac{1}{2}$ —19	627 0 0

11—Forests	Peons	20	10	...	12	223 5 4	13—1—17	300	14—1—19	330 0 0
		179	10	...	12	1,998 13 4	15—1—19	3,043	14—1—19	2,953 8 0
	Total		2,222 2 8	...	3,343		3,283 8 0
		199										
12—Registration	Peons	330	10	...	12	3,685 0 0	13—1—17	4,950	14—1—19	5,445 0 0
		32	10	...	12	357 5 4	13—1—17	480	15—1—20	560 0 0
	Total		4,042 5 4	...	5,430	...	6,005 0 0
		362										
18—General Administration	Peons	38	10	...	12	424 5 4	13—1—17	570	14—1—19	627 0 0
		4	10	...	12	44 10 8	13—1—17	60	14—1—19	66 0 0
	Total		78 2 8	13—1—17	105	15—1—20	122 8 0
		49					...	547 2 8	735	815 8 0
19A—Law and Justice	Peons	521	10	...	12	5,817 13 4	13—1—17	7,815	14—1—19	8,596 8 0
		5,262	13	...	15	74,545 0 0	16—1—20	94,710	16—1—22	97,867 11 6
	Total		1,641 8 0	13—1—17	2,205	15—1—20	2,572 8 0
		147					...	82,004 5 4	1,04,736	1,09,036 11 6
		5,930					...					

Statement of proposition for revision of permanent menial establishment at present on standard rates of pay in B Districts—contd.

Office to which the proposition refers.	PRESENT SCALE.						PROPOSED SCALE.		PROPOSED BY RAI M C. MITRA BAHADUR	
	No.	Designation.	Pay.			Total average cost	Pay	Total average cost.	Pay.	Total cost
			Minimum	Increment.	Maximum					
1	2	3	4	5	6	7	8	9	10	11
20—Police	24	Duffries	12	Rs A P 268 0 0	Rs 13—1—17	360	Rs 15—1—20	Rs A P 420 0 0
	198	Manjis	12	2,211 0 0	14—1—18	3,168	14—1—19	3,267 0 0
	3	Peons	12	33 8 0	13—1—17	45	14—1—19	49 8 0
	225	Total	2,512 8 0	...	3,573	...	3,736 8 0
21—Marine	6	Peons	12	67 0 0	13—1—17	90	14—1—19	99 0 0
22—Education	187	Peons	12	2,088 2 8	13—1—17	2,805	14—1—19	3,085 8 0
	51	Durwans	12	569 8 0	13—1—17	765	14—1—19	841 8 0
	54	Duffries	12	603 0 0	13—1—17	810	15—1—20	945 0 0
	292	Total	3,260 10 8	...	4,380	...	4,872 0 0
23—Ecclesiastical	7	Peons	12	78 2 8	13—1—17	105	14—1—19	115 8 0
24—Medical	53	Peons	12	647 10 8	13—1—17	870	14—1—19	957 0 0
	2	Durwans	12	22 5 4	13—1—17	30	14—1—19	33 0 0
	60	Total	670 0 0	...	900	...	990 0 0

25—Political	3	Peons	...	10	...	12	33 8 0	13—1—17	45	14—1—19	49 8 0
26—Scientific and other Minor Departments.	17	Peons	...	10	...	12	189 13 4	13—1—17	255	14—1—19	280 8 0
29—Superannuation	8	Peons	...	10	...	12	89 5 4	13—1—17	120	14—1—19	132 0 0
43—Irrigation	5	Dafadars	...	10	...	12	55 13 4	13—1—17	75	14—1—19	82 8 0
	15	Peons	...	10	...	12	167 8 0	13—1—17	225	14—1—19	247 8 0
	1	Duftry	...	10	...	12	11 2 8	13—1—17	15	15—1—20	17 8 0
	14	Burkandazes	...	10	...	12	156 5 4	13—1—17	210	14—1—19	231 0 0
	23	Manghis	...	10	...	12	256 13 4	14—1—18	368	14—1—19	379 8 0
		Total	647 10 8	893	958 0 0
45A—Civil Works	1	Peon	...	10	...	12	11 2 8	13—1—17	15	14—1—19	16 8 0
45B—Public Works	45	Peon	...	10	...	12	502 8 0	13—1—17	675	14—1—19	742 8 0
	6	Duftries	...	10	...	12	67 0 0	13—1—17	90	15—1—20	105 0 0
	21	Durwans	...	10	...	12	234 8 0	13—1—17	315	14—1—19	346 8 0
	72	Total	804 0 0	1,080	1,194 0 0
		Grand Total	1,24,488 0 0	1,61,179	1,69,310 12 5

Rs.
Extra cost per annum .. 36,691
" " " annum .. 4,40,722

Statement of proposition for revision of the permanent menial establishment at present on standard rates of pay in C districts.

Office to which the proposition refers.	PRESENT SCALE.						PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
	No.	Designation.	Pay.			Total average cost.	Pay.	Total average cost.	Pay.	Total cost.
			Minimum.	Increment.	Maximum.					
1	2	3	4	5	6	7	8	9	10	11
3—Land Revenue	82	Peons	11	Rs. A. P. 833 10 8	Rs. 12-1-16	Rs. 1,148	Rs. 13-1-18	Rs. A. P. 1,189 0 0
	20	Duttries	11	203 5 4	12-1-16	280	14-1-19	330 0 0
	7	Chainmen	11	71 2 8	12-1-16	98	13-1-18	101 8 0
	6	Durwais	11	61 0 0	12-1-16	84	13-1-18	87 0 0
	1	Manjhi	11	10 2 8	12-1-16	14	13-1-18	14 8 0
	177	Process-serving peons	14	2,330 8 0	15-1-19	3,009	15-1-20	3,097 8 0
10—Assessed Taxes	293	Total	3,509 13 4	4,633	4,819 8 0
	3	Peons	11	30 8 0	12-1-16	42	13-1-18	43 8 0
	34	Peons	11	345 10 8	12-1-16	476	13-1-18	493 0 0
12—Registration	2	Duttries	11	20 5 4	12-1-16	28	14-1-19	33 0 0
	36	Total	366 0 0	504	526 0 0
	53	Peons	11	538 13 4	12-1-16	742	13-1-18	766 8 0
19A—Law and Justice	15	Duttries	11	152 8 0	12-1-16	210	14-1-19	247 8 0
	12	Messengers	11	122 0 0	12-1-16	168	13-1-18	174 0 0
	700	Process-serving peons	14	9,216 10 8	15-1-19	11,900	15-1-20	12,250 0 0
	780	Total	10,030 0 0	13,020	13,438 0 0

19B—Jails	...	2	Peons	9	11	20 5 4	12—1—16	28	13—1—18	29 0 0
20—Police	...	3	Duffries	9	11	30 8 0	12—1—16	42	14—1—19	49 8 0
22—Education	{	12	Peons	9	11	122 0 0	12—1—16	168	13—1—18	174 0 0
	{	1	Durvan	9	11	10 2 8	12—1—16	14	13—1—18	14 8 0
	{	1	Duffry	9	11	10 2 8	12—1—16	14	14—1—19	16 8 0
		14	Total	142 5 4	...	196	205 0 0
23—Ecclesiastical	...	2	Peons	9	11	20 5 4	12—1—16	28	13—1—18	29 0 0
24—Medical	...	8	Peons	9	11	81 5 4	12—1—16	112	13—1—18	116 0 0
26—Scientific, etc.	...	1	Peon	9	11	19 2 8	12—1—16	14	13—1—18	14 8 0
42—Irrigation—Major Works.	{	68	Peons	9	11	691 5 4	12—1—16	952	13—1—18	986 0 0
		2	Duffries	9	11	20 5 4	12—1—16	28	14—1—19	33 0 0
		2	Dafalars	9	11	20 5 4	12—1—16	28	13—1—18	29 0 0
		25	Burkandazes	9	11	254 2 8	12—1—16	350	13—1—18	362 8 0
		1	Manjhi	9	11	10 2 8	12—1—16	14	13—1—18	14 8 0
		17	Tindals	9	11	172 13 4	12—1—16	238	13—1—18	246 8 0
		69	Lascars	9	11	610 0 0	12—1—16	840	870 0 0
		175	Total	1,779 2 8	2,450	2,541 8 0
			GRAND TOTAL	16,020 8 0	21,069	21,911 8 0

Rs. A.
Extra cost per annum 5,044 8
" " " annum 60,882 0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B districts.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
			Rs. A. P.	Rs. A. P.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
	1	Farash	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	1	Do.	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	32	Farashes	9 0 0	288 0 0	12 0	384 0	13 0	416 0
	12	Sweepers	10 0 0	120 0 0	13 0	156 0	14 0	168 0
	1	Sweeper	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	60	Sweepers	9 0 0	540 0 0	12 0	720 0	13 0	780 0
	5	Blusties	9 0 0	45 0 0	12 0	60 0	13 0	65 0
	1	Dome	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	6	Domes	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Mali	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	1	Do.	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	6	Malis	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Conservancy cartman	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Topazes	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	2	Cooks	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	37	Guards	9 0 0	333 0 0	12 0	444 0	13 0	481 0
	5	Caretakers	9 0 0	45 0 0	12 0	60 0	13 0	65 0
	1	Chaukidar	10 0 0	10 0 0	13 0	13 0	14 0	14 0

3—Land Revenue

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B Districts—contd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
12—Registration	3	Farashes	9 0 0	27 0 0	12 0	36 0	13 0	39 0
	4	Sweepers	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	9	Guards	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	16	Total	144 0 0	192 0	208 0
	15	Farashes	9 0 0	135 0 0	12 0	180 0	13 0	195 0
18—General Administration.	1	Mali	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	4	Malis	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	2	Topazes	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	4	Sweepers	10 0 0	40 0 0	13 0	52 0	14 0	56 0
	9	Do.	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	4	Coolies	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	1	Bhandary	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Guard	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	1	Mahut	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	7	Mates	9 0 0	63 0 0	12 0	84 0	13 0	91 0
	1	Khalasi	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	50	Total	...	459 0 0	...	609 0	...	659 0

19A—Law and Justice

19B—Jails

1	Sweeper	12 0 0	12 0 0	15 0	15 0	16 0	16 0
1	Do.	11 0 0	11 0 0	14 0	14 0	15 0	15 0
8	Sweepers	10 0 0	80 0 0	13 0	104 0	14 0	112 0
3	Do.	9 0 0	27 0 0	12 0	36 0	13 0	39 0
83	Do.	9 0 0	747 0 0	12 0	996 0	13 0	1,079 0
1	Farash	10 0 0	10 0 0	13 0	13 0	14 0	14 0
8	Farashes	9 0 0	72 0 0	12 0	96 0	13 0	104 0
52	Do.	9 0 0	468 0 0	12 0	624 0	13 0	676 0
2	Malis	12 0 0	24 0 0	15 0	30 0	16 0	32 0
2	Do.	10 0 0	20 0 0	13 0	26 0	14 0	28 0
1	Mali	9 0 0	9 0 0	12 0	12 0	13 0	13 0
5	Malis	9 0 0	45 0 0	12 0	60 0	13 0	65 0
8	Bhisties	9 0 0	72 0 0	12 0	96 0	13 0	104 0
152	Guards	9 0 0	1,368 0 0	12 0	1,824 0	13 0	1,976 0
2	Abdars	9 0 0	18 0 0	12 0	24 0	13 0	25 0
2	Harkaras	9 0 0	18 0 0	12 0	24 0	13 0	26 0
331	Total	3,001 0 0	3,994 0	3,994 0	4,325 0
5	Carters	11 0 0	55 0 0	14 0	70 0	15 0	75 0
2	Do.	9 0 0	18 0 0	12 0	24 0	13 0	26 0
1	Cooly	11 0 0	11 0 0	14 0	14 0	15 0	15 0
1	Do.	9 0 0	9 0 0	12 0	12 0	13 0	13 0
13	Coolies	9 0 0	117 0 0	12 0	156 0	13 0	169 0
1	Sweeper	12 0 0	12 0 0	15 0	15 0	16 0	16 0
1	Do.	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	Cowboy	9 0 0	9 0 0	12 0	12 0	13 0	13 0
25	Total	240 0 0	315 0	315 0	340 0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B Districts—contd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
20—Police	2	Sweepers	12 0 0	24 0 0	15 0	30 0	16 0	32 0
	1	Sweeper	11 0 0	11 0 0	14 0	14 0	15 0	15 0
	6	Sweepers	10 0 0	60 0 0	13 0	78 0	14 0	84 0
	6	Do.	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	173	Do.	9 0 0	1,557 0 0	12 0	2,076 0	13 0	2,249 0
	5	Rhisties	10 0 0	50 0 0	13 0	65 0	14 0	70 0
	4	Do.	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	87	Do.	9 0 0	783 0 0	12 0	1,044 0	13 0	1,131 0
	3	Malis	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	1	Mali	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	7	Cooks	10 0 0	70 0 0	13 0	91 0	14 0	98 0
	6	Do.	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	22	Do.	9 0 0	198 0 0	12 0	264 0	13 0	286 0
	3	Hospital servants	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	1	Hospital servant	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	4	Do. servants	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	3	Topazes	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	6	Do.	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Topaz	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Coolies	12 0 0	24 0 0	15 0	30 0	16 0	32 0

1	Cooly	11 0 0	11 0 0	14 0	14 0	15 0	15 0
1	Do.	9 0 0	9 0 0	12 0	12 0	13 0	13 0
19	Coolies	9 0 0	171 0 0	12 0	228 0	13 0	247 0
3	Lampmen	10 0 0	30 0 0	13 0	39 0	14 0	42 0
1	Lampman	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	Do.	9 0 0	9 0 0	12 0	12 0	13 0	13 0
15	Grass-cutters	9 0 0	135 0 0	12 0	180 0	13 0	195 0
3	Ditto	9 0 0	27 0 0	12 0	36 0	13 0	39 0
46	Syces	10 0 0	460 0 0	13 0	598 0	14 0	644 0
1	Farash	9 0 0	9 0 0	12 0	12 0	13 0	13 0
2	Farashies	9 0 0	18 0 0	12 0	24 0	13 0	26 0
2	Dones	9 0 0	18 0 0	12 0	24 0	13 0	26 0
2	Dhobis	9 0 0	18 0 0	12 0	24 0	13 0	26 0
3	Firemen	12 0 0	36 0 0	15 0	45 0	16 0	48 0
1	Cart-driver	9 0 0	9 0 0	12 0	12 0	13 0	13 0
5	Mahuts	10 0 0	50 0 0	13 0	65 0	14 0	70 0
4	Blandaries	10 0 0	40 0 0	13 0	52 0	14 0	56 0
1	Blandary	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	Beldar	9 0 0	9 0 0	12 0	12 0	13 0	13 0
16	Pumpmen	9 0 0	144 0 0	12 0	192 0	13 0	208 0
471	Total	4,349 0 0	...	5,742 0	...	6,233 0
1	Farash	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	Do.	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	Mali	9 0 0	9 0 0	12 0	12 0	13 0	13 0

**Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in
A and B Districts—contd.**

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY M. C MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
21—Marine—concl'd ...	1	Mali	Rs. A. P. 9 0 0	Rs. A. P. 9 0 0	Rs. A. 12 0	Rs. A. 12 0	Rs. A. 13 0	Rs. A. 13 0
	1	Bhisty	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	2	Bhisties	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Sweeper	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	7	Sweepers	9 0 0	63 0 0	12 0	84 0	13 0	91 0
	5	Do.	9 0 0	45 0 0	12 0	60 0	13 0	65 0
	2	Topazes	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	2	Masalchis	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	1	Masalchi	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Bhandaries	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	27	Total	...	250 0 0	...	331 0	...	358 0
	1	Farash	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Do.	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	7	Farashas	9 0 0	63 0 0	12 0	84 0	13 0	91 0
	10	Do.	9 0 0	90 0 0	12 0	120 0	13 0	130 0
	6	Do.	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Farash	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Malis	12 0 0	24 0 0	15 0	30 0	16 0	32 0

6	Do.	10 0 0	80 0 0	13 0	104 0	14 0	112 0
2	Do.	9 0 0	18 0 0	12 0	24 0	13 0	26 0
133	Do.	9 0 0	1,197 0 0	12 0	1,596 0	13 0	1,729 0
1	Coachman	12 0 0	12 0 0	15 0	15 0	16 0	16 0
2	Coachman	10 0 0	20 0 0	13 0	26 0	14 0	28 0
1	Coachman	9 0 0	9 0 0	12 0	12 0	13 0	13 0
9	Sweepers	11 0 0	99 0 0	14 0	126 0	15 0	135 0
1	Sweeper	10 0 0	10 0 0	13 0	13 0	14 0	14 0
5	Sweepers	9 0 0	45 0 0	12 0	60 0	13 0	65 0
102	Do.	9 0 0	918 0 0	12 0	1,224 0	13 0	1,326 0
9	Bhisties	9 0 0	81 0 0	12 0	108 0	13 0	117 0
1	Khausana	10 0 0	10 0 0	13 0	13 0	14 0	14 0
2	Washermen	9 0 0	18 0 0	12 0	24 0	13 0	26 0
7	Do.	9 0 0	63 0 0	12 0	84 0	13 0	91 0
1	Khutnatgar	12 0 0	12 0 0	15 0	15 0	16 0	16 0
10	Khutnatgars	11 0 0	110 0 0	14 0	140 0	15 0	150 0
1	Masalchi	10 0 0	10 0 0	13 0	13 0	14 0	14 0
8	Masalchis	9 0 0	72 0 0	12 0	96 0	13 0	104 0
1	Cook	12 0 0	12 0 0	15 0	15 0	16 0	16 0
4	Cooks	11 0 0	44 0 0	14 0	56 0	15 0	60 0
2	Do.	10 0 0	20 0 0	13 0	26 0	14 0	28 0
7	Do.	9 0 0	63 0 0	12 0	84 0	13 0	91 0
21	Do.	9 0 0	189 0 0	12 0	252 0	13 0	273 0
1	Cooly	9 0 0	9 0 0	12 0	12 0	13 0	13 0
3	Ayals	9 0 0	27 0 0	12 0	36 0	13 0	39 0
1	Guard	10 0 0	10 0 0	13 0	13 0	14 0	14 0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in A and B Districts—*contd.*

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
22—Education— <i>concl'd.</i>	8	Guards ...	Rs. A. P.	Rs. A. P.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
	45	Servants ...	9 0 0	72 0 0	12 0	96 0	13 0	104 0
	9	Goalas ...	9 0 0	405 0 0	12 0	540 0	13 0	585 0
			9 0 0	81 0 0	12 0	108 0	13 0	117 0
	433	Total	3,975 0 0	5,274 0	5,707 0
23—Ecclesiastical	3	Malis ...	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	4	Bo. ...	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	24	Do. ...	9 0 0	216 0 0	12 0	288 0	13 0	312 0
	4	Coolies ...	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	2	Sweepers ...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Farash ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	1	Do. ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	4	Chaukidars ...	10 0 0	40 0 0	13 0	52 0	14 0	56 0
	32	Do	9 0 0	288 0 0	12 0	384 0	13 0	416 0
	75	Total	682 0 0	907 0	982 0
	10	Bhisties ...	10 0 0	100 0 0	13 0	139 0	14 0	140 0
	41	Do. ...	9 0 0	369 0 0	12 0	492 0	13 0	533 0

8	Cooks	12 0 0	96 0 0	15 0	120 0	16 0	128 0
4	Do.	10 0 0	40 0 0	13 0	52 0	14 0	56 0
4	Do.	9 0 0	36 0 0	12 0	48 0	13 0	52 0
34	Do.	9 0 0	306 0 0	12 0	408 0	13 0	442 0
6	Malis	10 0 0	60 0 0	13 0	78 0	14 0	84 0
4	Do.	9 0 0	36 0 0	12 0	48 0	13 0	52 0
39	Do.	9 0 0	351 0 0	12 0	468 0	13 0	507 0
8	Sweepers	12 0 0	96 0 0	15 0	120 0	16 0	128 0
1	Sweeper	11 0 0	11 0 0	14 0	14 0	15 0	15 0
6	Sweepers	10 0 0	60 0 0	13 0	78 0	14 0	84 0
8	Do.	9 0 0	72 0 0	12 0	96 0	13 0	104 0
332	Do.	9 0 0	2,988 0 0	12 0	3,984 0	13 0	4,316 0
1	Dome	10 0 0	10 0 0	13 0	13 0	14 0	14 0
50	Domes	9 0 0	450 0 0	12 0	600 0	13 0	650 0
2	Coolies	11 0 0	22 0 0	14 0	28 0	15 0	30 0
12	Do.	10 0 0	120 0 0	13 0	156 0	14 0	168 0
4	Do.	9 0 0	36 0 0	12 0	48 0	13 0	52 0
263	Do.	9 0 0	2,367 0 0	12 0	3,156 0	13 0	3,419 0
1	Khausama	11 0 0	11 0 0	14 0	14 0	15 0	15 0
2	Khausamas	10 0 0	20 0 0	13 0	26 0	14 0	28 0
2	Do	9 0 0	18 0 0	12 0	24 0	13 0	26 0
4	Farashes	9 0 0	36 0 0	12 0	48 0	13 0	52 0
5	Barbers	9 0 0	45 0 0	12 0	60 0	13 0	65 0
1	Sigligar	12 0 0	12 0 0	15 0	15 0	16 0	16 0
2	Sigligars	9 0 0	18 0 0	12 0	24 0	13 0	26 0
1	Sigligar	9 0 0	9 0 0	12 0	12 0	13 0	13 0

Statement of proposition for revision of the pay of ordinnry menials drawing Rs. 12 or less paid out of contingencioles in
A and B Distriplots—contd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.			PROPOSED SCALE.			PROPOSED BY HAI M. G. MITRA BAHADUR.		
			Rs. A.	P.	Total cost.	Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4			5			6		
			Rs. A. P.			Rs. A. P.			Rs. A. P.		
	34	Dhais	9 0 0	306 0 0	12 0	408 0	13 0	442 0
	1	Washerman	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	5	Washermen	9 0 0	45 0 0	12 0	60 0	13 0	65 0
	11	Do.	9 0 0	99 0 0	12 0	132 0	13 0	143 0
	9	Masakchis	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	9	Tailors	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	2	Goorgas	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Sardar	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	6	Sardars	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	6	Stokers	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Fireman	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Instrument-cleaner	12 6 0	12 0 0	15 0	15 0	16 0	16 0
	3	Bullock-keepers	9 0 6	27 0 0	12 0	36 0	13 0	39 0
	1	Khitmatgar	11 0 0	11 0 0	14 0	14 0	15 0	15 0
	15	Khitmatgars	10 0 0	150 0 0	13 0	195 0	14 0	210 0
	2	Do.	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Khitmatgar	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	4	Clothiers	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	1	Store-servant	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Ayals	10 0 0	20 0 0	13 0	26 0	14 0	28 0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paidout of contingencies in A and B Districts—contd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		SCALE PROPOSED BY HAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
29—Scientific, etc. —concld.	15	Coolies ...	Rs. A. P. 9 0 0	Rs. A. P. 135 0 0	Rs. A. 12 0	Rs. A. 180 0	Rs. A. 13 0	Rs. A. 195 0
	1	Farash ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Syces ...	12 0 0	24 0 0	15 0	30 0	16 0	32 0
	1	Syee ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	25	Syces ...	9 0 0	225 0 0	12 0	300 0	13 0	325 0
	1	Bhandary ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Bottle-washer ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Chaukidar ...	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	5	Chaukidars ...	9 0 0	45 0 0	12 0	60 0	13 0	65 0
	1	Khalasi ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
29—Superannuation	135	Total	1,280 0 0	1,685 0	1,820 0
	4	Blusties ...	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	2	Sweepers ...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	7	Do. ...	9 0 0	63 0 0	12 0	84 0	13 0	91 0
	1	Dome ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	14	Total	126 0 0	168 0	182 0

No.	Stationery and Printing.	Coolies	9 0 0	126 0 0	12 0	168 0	13 0	182 0
14	5	Farashes	...	9 0 0	45 0 0	12 0	60 0	13 0	65 0
1	1	Sweeper	...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
13	13	Sweeper	...	9 0 0	117 0 0	12 0	156 0	13 0	169 0
2	2	Bhisties	9 0 0	18 0 0	12 0	24 0	13 0	26 0
20	20	Press menials	...	12 0 0	240 0 0	15 0	300 0	16 0	320 0
4	4	Ditto	...	11 0 0	44 0 0	14 0	56 0	15 0	60 0
36	36	Ditto	...	10 0 0	360 0 0	13 0	468 0	14 0	504 0
30	30	Ditto	...	9 0 0	270 0 0	12 0	360 0	13 0	390 0
125		Total	1,229 0 0	1,614 0	1,799 0
1	1	Sweeper	...	12 0 0	12 0 0	15 0	15 0	16 0	16 0
2	2	Sweepers	...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
1	1	Mali	...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
2	2	Malis	...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
5	5	Chaukidars	...	12 0 0	60 0 0	15 0	75 0	16 0	80 0
17	17	Ditto	...	9 0 0	153 0 0	12 0	204 0	13 0	221 0
28		Total	270 0 0	354 0	382 0
1	1	Sweeper	...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
1	1	Fireman	...	12 0 0	12 0 0	15 0	15 0	16 0	16 0
2	2	Total	21 0 0	27 0	29 0

30—Stationery and Printing.

32—Miscellaneous

42—Irrigation

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in
A and B Districts—*concid.*

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
43—Irrigation	1	Sweeper ...	Rs. A. P. 12 0 0	Rs. A. P. 12 0 0	Rs. A. 15 0	Rs. A. 15 0	Rs. A. 16 0	Rs. A. 16 0
	4	Sweepers	9 0 0	36 0 0	12 0	48 0	13 0	52 0
	2	Malis ...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	1	Cooly ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Farashes	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	10	Total	93 0 0	123 0	133 0
45A—Civil Works	1	Khansama	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	3	Khansamas	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	1	Khansama	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	9	Khansamas	9 0 0	81 0 0	12 0	108 0	13 0	117 0
	2	Bhisties	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	6	Sweepers	9 0 0	54 0 0	12 0	72 0	13 0	78 0
	1	Mali ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Do. ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0

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1.	Guard	10 0 0	10 0 0	13 0	13 0	14 0	14 0	14 0
18.	Guards	9 0 0	162 0 0	12 0	216 0	13 0	234 0	
43	Total	395 0 0	524 0	567 0	
4	Malis	10 0 0	40 0 0	13 0	52 0	14 0	56 0	
3	Do.	9 0 0	27 0 0	12 0	36 0	13 0	39 0	
1	Sweeper	9 0 0	9 0 0	12 0	12 0	13 0	13 0	
11	Sweepers	9 0 0	99 0 0	12 0	132 0	13 0	143 0	
10	Farashes	9 0 0	90 0 0	12 0	120 0	13 0	130 0	
2	Bhisties	9 0 0	18 0 0	12 0	24 0	13 0	26 0	
1	Cooly	9 0 0	9 0 0	12 0	12 0	13 0	13 0	
1	Litho khalsi	11 0 0	11 0 0	14 0	14 0	15 0	15 0	
1	Ditto	9 8 0	9 8 0	12 8	12 8	13 8	13 8	
3	Litho khalsis	9 0 0	27 0 0	12 0	36 0	13 0	39 0	
1	Janadar	9 0 0	9 0 0	12 0	12 0	13 0	13 0	
	Hill allowance of 1	1 12 9	1 12 9	
1	Chaukidar	10 0 0	10 0 0	13 0	13 0	14 0	14 0	
2	Chaukidars	9 8 0	19 0 0	12 8	25 0	13 8	27 0	
1	Hammerman	12 0 0	12 0 0	15 0	15 0	16 0	16 0	
42	Total	391 4 9	515 8	557 8	
	GRAND TOTAL	28,080 4 9	37,208 8	40,278 8	

45B-- Public Works ...

Rs. A. P.

Extra cost per annum ... 9,195 3 3
 " " " annum ... 1,09,538 7 0

Statement of proposition for revision of the pay of ordinary menials drawing Rs. 12 or less paid out of contingencies in C districts.

Office to which to proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
3—Land Revenue	4	Farashce	8 0 0	32 0 0	11 0	44 0	Rs. A. 12 0	Rs. A. 48 0
	3	Sweepers	8 0 0	24 0 0	11 0	33 0	12 0	36 0
	1	Mali	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	1	Do.	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	2	Chaukidars	8 0 0	16 0 0	11 0	22 0	12 0	24 0
	3	Caretakers	8 0 0	24 0 0	11 0	33 0	12 0	36 0
	14	Total	112 0 0	154 0	168 0
12—Registration	11	Chaukidars	8 0 0	88 0 0	11 0	121 0	12 0	132 0
	5	Sweepers	8 0 0	40 0 0	11 0	55 0	12 0	60 0
19A—Law and Justice	1	Farash	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	24	Chaukidars	8 0 0	192 0 0	11 0	264 0	12 0	288 0
	30	Total	240 0 0	330 0	350 0

19B—Jails	1	Sweeper	8 0 0	8 0 0	11 0	12 0	12 0
	2	Cartmen	16 0 0	11 0	22 0	12 0	24 0
	3	Total	24 0 0	...	33 0	...	36 0
20—Police	6	Sweepers	48 0 0	11 0	66 0	12 0	72 0
	1	Bhisty	8 0 0	11 0	11 0	12 0	12 0
	2	Bhisties	16 0 0	11 0	22 0	12 0	24 0
	1	Cook	10 0 0	13 0	13 0	14 0	14 0
	2	Cooks	16 0 0	11 0	22 0	12 0	24 0
	1	Hospital servant	8 0 0	11 0	11 0	12 0	12 0
	13	Total	106 0 0	...	145 0	...	158 0
22—Education	1	Mali	8 0 0	11 0	11 0	12 0	12 0
	1	Do.	8 0 0	11 0	11 0	12 0	12 0
	2	Sweepers	16 0 0	11 0	22 0	12 0	24 0
	1	Chaukidar	8 0 0	11 0	11 0	12 0	12 0
	11	Servants	88 0 0	11 0	121 0	12 0	132 0
	16	Total	128 0 0	...	176 0	...	192 0
23—Ecclesiastical	2	Bhisties	16 0 0	11 0	22 0	12 0	24 0
	1	Chaukidar	8 0 0	11 0	11 0	12 0	12 0
	3	Total	24 0 0	...	33 0	...	36 0

Statement of proposition for revision of the pay of ordinary minials drawing Rs. 12 or less paid out of contingencies in C Districts—*contd.*

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
24—Medical	2	Sweepers	Rs. A. P. 8 0 0	Rs. A. P. 16 0 0	Rs. A. 11 0	Rs. A. 22 0	Rs. A. 12 0	Rs. A. 24 0
	1	Cook	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	3	Total	24 0 0	33 0	36 0
32.—Miscellaneous	2	Khitmatgars	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	1	Sweeper	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	1	Chaukidar	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	4	Total	36 0 0	48 0	52 0
42.—Irrigation	2	Sweepers	8 0 0	16 0 0	11 0	22 0	12 0	24 0
	2	Guards	8 0 0	16 0 0	11 0	22 0	12 0	24 0
	20	Patrols	8 0 0	160 0 0	11 0	220 0	12 0	240 0
	24	Total	192 0 0	264 0	288 0

45A—Civil Works	1	Khansama	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	1	Ditto	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	1	Guard	8 0 0	8 0 0	11 0	11 0	12 0	12 0
	3	Total	24 0 0	...	33 0	...	36 0
		GRAND TOTAL	998 0 0	...	1,370 0	...	1,494 0

Rs
372
Extra cost per mensem
annum
4 464

Statement of proposition for revision of pay of temporary menials in A districts.

			Rs. A. I	Rs. A. I	Rs. A	Rs. A	Rs. A.	Rs. A.
nd Revenue	2	Peons	...	12 0 0	24 0 0	15 0	30 0	30 0
	3	Do.	...	11 0 0	33 0 0	15 0	45 0	45 0
	40	Do	...	11 0 0	440 0 0	15 0	600 0	600 0
	1	Duftry	...	11 0 0	11 0 0	15 0	16 0	16 0
	2	Beldars	...	10 0 0	20 0 0	13 0	15 0	30 0
	5	Do.	...	9 0 0	45 0 0	12 0	15 0	75 0
9—Customs	1	Guard	...	9 0 0	9 0 0	12 0	15 0	15 0
	5	Channmen	...	11 0 0	55 0 0	15 0	15 0	75 0
	59	Total	637 0 0	...	863 0	886 0
	2	Peons	...	11 0 0	22 0 0	15 0	30 0	30 0
10—Assessed Taxes	14	Peons	...	11 0 0	154 0 0	15 0	210 0	210 0
	2	Duftries	...	11 0 0	22 0 0	15 0	30 0	30 0

Statement of proposition for revision of pay of temporary menials in A districts—*contd.*

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
18—General Administration.	1	Duftry ...	Rs. A. P.	Rs. A. P.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
	3	Peons ...	11 0 0	11 0 0	15 0	15 0	16 0	16 0
	11	Packers ...	11 0 0	33 0 0	15 0	45 0	15 0	45 0
	6	Lascars ...	9 0 0	99 0 0	12 0	132 0	15 0	165 0
	21	Total	11 0 0	66 0 0	15 0	90 0	16 0	90 0
19A—Law and Justice	10	Peons	209 0 0	282 0	316 0
	3	Burkandazes ...	11 0 0	110 0 0	15 0	150 0	15 0	150 0
	3	Duftries ...	11 0 0	33 0 0	15 0	45 0	15 0	45 0
	3	Durwans ...	11 0 0	33 0 0	15 0	45 0	16 0	48 0
	19	Total	11 0 0	33 0 0	15 0	45 0	15 0	45 0
19B—Jails	6	Peons	209 0 0	285 0	288 0
	1	Duftry ...	11 0 0	66 0 0	15 0	90 0	15 0	90 0
	2	Durwans ...	11 0 0	11 0 0	15 0	15 0	16 0	16 0
	9	Total	11 0 0	22 0 0	15 0	30 0	15 0	30 0
	9	Total	99 0 0	135 0	136 0

22—Education									
22.	Peons	11 0 0	242 0 0	15 0	330 0	15 0	330 0	
2	Duftries	...	11 0 0	22 0 0	15 0	30 0	16 0	32 0	
4	Durwans	...	11 0 0	44 0 0	15 0	60 0	15 0	60 0	
5	Servants	...	9 0 0	45 0 0	12 0	60 0	15 0	75 0	
4	Chaukidars	...	12 0 0	48 0 0	15 0	60 0	15 0	60 0	
2	Pumpmen	...	9 0 0	18 0 0	12 0	24 0	15 0	30 0	
39	Total	419 0 0	...	564 0	...	587 0	
23—Ecclesiastical									
2	Peons	...	11 0 0	22 0 0	15 0	30 0	15 0	30 0	
1	Durwan	...	11 0 0	11 0 0	15 0	15 0	15 0	15 0	
3	Total	33 0 0	...	45 0	...	45 0	
24—Medical									
4	Warders	...	11 0 0	44 0 0	15 0	60 0	15 0	60 0	
4	Bearers	...	11 0 0	44 0 0	15 0	60 0	15 0	60 0	
1	Durwan	...	11 0 0	11 0 0	15 0	15 0	15 0	15 0	
1	Peon	...	11 0 0	11 0 0	15 0	15 0	15 0	15 0	
1	Hurkurah	...	9 0 0	9 0 0	12 0	12 0	15 0	15 0	
16	Ayabs	...	9 0 0	144 0 0	12 0	192 0	15 0	240 0	
1	Ward servant	...	9 0 0	9 0 0	12 0	12 0	15 0	15 0	
28	Total	272 0 0	...	366 0	...	420 0	

Statement of proposition for revision of pay of temporary menials in A districts—contd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
26—Scientific	56	Peons ...	Rs. A. P.	Rs. A. P.	Rs. A.	Rs. A.	Rs. A.	Rs. A.
		...	11 0 0	616 0 0	15 0	840 0	15 0	840 0
		Daftry ...	12 0 0	12 0 0	15 0	15 0	16 0	16 0
	1	Do. ...	11 0 0	11 0 0	15 0	15 0	16 0	16 0
30—Stationery and Printing.	58	Total	639 0 0	870 0	872 0
		Peons ...	11 0 0	77 0 0	15 0	105 0	15 0	105 0
		Durwans ...	11 0 0	44 0 0	15 0	60 0	15 0	60 0
	11	Total	121 0 0	165 0	165 0
42—Irrigation	2	Peons	11 0 0	22 0 0	15 0	30 0	15 0	30 0
	2	Durwans	11 0 0	22 0 0	15 0	30 0	15 0	30 0
	7	Manjhis	11 0 0	77 0 0	15 0	105 0	15 0	105 0
	1	Dandy	11 0 0	11 0 0	15 0	15 0	15 0	15 0
	1	Bhandary	10 0 0	10 0 0	13 0	13 0	15 0	15 0
	17	Khalasis	11 0 0	187 0 0	14 0	238 0	15 0	255 0

8	Dak-runners	11 0 0	88 0 0	14 0	112 0	15 0	120 0
3	Gauge-readers	11 0 0	33 0 0	14 0	42 0	15 0	45 0
41	Total	450 0 0	...	585 0	...	615 0
4	Peas	11 0 0	44 0 0	15 0	60 0	15 0	60 0
1	Durwan	11 0 0	11 0 0	15 0	15 0	15 0	15 0
2	Manjhis	12 0 0	24 0 0	15 0	30 0	15 0	30 0
1	Manjhi	11 0 0	11 0 0	15 0	15 0	15 0	15 0
8	Khalasia	12 0 0	96 0 0	15 0	120 0	15 0	120 0
1	Khalasi	11 0 0	11 0 0	14 0	14 0	15 0	15 0
10	Khalasis	11 0 0	110 0 0	14 0	140 0	15 0	150 0
1	Bhandary	12 0 0	12 0 0	15 0	15 0	15 0	15 0
3	Bhandaries	11 0 0	33 0 0	14 0	42 0	15 0	45 0
2	Dinghimen	9 0 0	18 0 0	12 0	24 0	15 0	30 0
1	Burkandaz	11 0 0	11 0 0	15 0	15 0	15 0	15 0
1	Treasure-guard	11 0 0	11 0 0	15 0	15 0	15 0	15 0
1	Diver	12 0 0	12 0 0	15 0	15 0	15 0	15 0
1	Do.	10 0 0	10 0 0	13 0	13 0	15 0	15 0
2	Tindals	12 0 0	24 0 0	15 0	30 0	15 0	30 0
6	Dak-runners	11 0 0	66 0 0	14 0	84 0	15 0	90 0
45	Total	504 0 0	...	647 0	...	675 0

Statement of proposition for revision of pay of temporary menials in A Districts—concl'd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAJ M. C. MITRA-BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
45—Public Works	47	Peons	Rs. A. P. 11 0 0	Rs. A. P. 517 0 0	Rs. A. 15 0	Rs. A. 705 0	Rs. A. 15 0	Rs. A. 705 0
	3	Durwans	11 0 0	33 0 0	15 0	45 0	15 0	45 0
	3	Duffries	11 0 0	33 0 0	15 0	45 0	16 0	48 0
	2	Chaukidars	9 0 0	18 0 0	12 0	24 0	15 0	30 0
	1	Khalasi	12 0 0	12 0 0	15 0	15 0	15 0	15 0
	56	Total	613 0 0	...	834 0	...	843 0
		GRAND TOTAL	4,403 0 0	...	5,911 0	...	6,118 0

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Rs.
Extra cost per mensem 1,408
" " " annum 18,096

Statement of proposition for revision of pay of temporary menials in B Districts.

8	Peons	...	12 0 0	96 0 0	13 0	104 0	14 0	112 0
22	Do.	...	11 0 0	242 0 0	13 0	286 0	14 0	308 0
197	Do.	...	10 0 0	1,970 0 0	13 0	2,561 0	14 0	2,758 0
442	Do.	...	10 0 0	4,420 0 0	13 0	5,746 0	14 0	6,188 0

3—Land Revenue		10—Assessed Taxes		1—Forests	
2	Daftries
7	Do.
3	Putwaries
3	Treasure-carriers
5	Ferry-men
4	Guards
26	Do.
4	Tent-khalasis
30	Chai-men
22	Do.
1	Manjhi
2	Halsanas
778	Total
2	Peons
1	Caulker
1	Do.
3	Manjhis
79	Do.
188	Do.
1	Duftry
17	Peons
7	Do.
1	Chaukidar
21	Chaukidars
1	Dakwala

Statement of proposition for revision of pay of temporary menials in B districts—contd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
12—Registration	2	Dakwalas	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	2	Drift-Watchers	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	1	Drift-watcher	9 0 0	9 0 0	12 0	12 0	14 0	14 0
	3	Patrol-watchers	9 0 0	27 0 0	12 0	36 0	14 0	42 0
	328	Total	3,261 0 0	...	4,509 0	...	4,592 0
18—General Administration	12	Peons	10 0 0	190 0 0	13 0	247 0	14 0	168 0
	2	Guards	10 0 0	20 0 0	13 0	26 0	14 0	28 0
	4	Duffries	10 0 0	40 0 0	13 0	52 0	14 0	56 0
	25	Total	250 0 0	...	325 0	...	252 0
19A—Law and Justice	1	Guard	9 0 0	9 0 0	12 0	12 0	14 0	14 0
	5	Chaukidars	9 0 0	45 0 0	12 0	60 0	14 0	70 0
	4	Peons	20 0 0	40 0 0	13 0	52 0	14 0	56 0
	9	Total	85 0 0	...	112 0	...	126 0

[illegible]

Statement of proposition for revision of pay of temporary menials in B districts--concd.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
26--Scientific, etc.	3	Peons ...	10 0 0	30 0 0	13 0	39 0	Rs. A.	Rs. A.
	1	Durwan ...	10 0 0	10 0 0	13 0	13 0	14 0	42 0
	1	Chaukidar ...	9 0 0	9 0 0	12 0	12 0	14 0	14 0
	2	Mallas ...	9 0 0	18 0 0	14 0	28 0	14 0	28 0
	7	Total	67 0 0	92 0	98 0
43--Irrigation	1	Manjhi ...	12 0 0	12 0 0	14 0	14 0	14 0	14 0
	7	Manjhis ...	10 0 0	70 0 9	14 0	98 0	14 0	78 0
	77	Do. ...	10 0 0	770 0 0	14 0	1,078 0	14 0	1,078 0
	23	Peons ...	10 0 0	230 0 0	13 0	299 0	14 0	322 0
	4	Gauge-readers ...	10 0 0	40 0 0	13 0	52 0	14 0	56 0
	1	Traffic patrol ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	1	Ditto ...	9 0 0	9 0 0	12 0	12 0	14 0	14 0
	1	Guard ...	10 0 0	10 0 0	13 0	13 0	14 0	14 0
	4	Guards ...	9 0 0	36 0 0	12 0	48 0	14 0	56 0
	3	Burkandazes ...	10 0 0	30 0 0	13 0	39 0	14 0	42 0
	1	Bhandary ...	11 0 0	11 0 0	14 0	14 0	14 0	14 0

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2	Khalasis	12 0 0	24 0 0	13 0	26 0	14 0	28 0
1	Dafadar	12 0 0	12 0 0	13 0	13 0	14 0	14 0
1	Duftry	10 0 0	10 0 0	13 0	13 0	14 0	14 0
127	Total	1,274 0 0	...	1,732 0	...	1,778 0
1	Bearer	10 0 0	10 0 0	13 0	13 0	14 0	14 0
8	Peons	10 0 0	80 0 0	13 0	104 0	14 0	112 0
25	D _o	10 0 0	250 0 0	13 0	325 0	14 0	350 0
1	Chaukidar	12 0 0	12 0 0	15 0	15 0	14 0	14 0
2	Chaukidars	10 0 0	20 0 0	13 0	26 0	14 0	28 0
11	Ditto	9 0 0	99 0 0	12 0	132 0	14 0	154 0
1	Duftry	12 0 0	12 0 0	13 0	13 0	14 0	14 0
1	D _o	10 0 0	10 0 0	13 0	13 0	14 0	14 0
1	Tent khalsi	9 0 0	9 0 0	12 0	12 0	14 0	14 0
7	Chaimen	10 0 0	70 0 0	13 0	91 0	14 0	98 0
57	Total	562 0 0	...	731 0	...	798 0
	GRAND TOTAL	14,077 0 0	...	18,623 0	...	19,768 0

45A—Civil Works ...

45B—Public Works ...

Rs.
Extra cost per mensem ... 4,546
" " " annum ... 54,952

Statement of proposition for revision of pay of temporary menials in C districts.

Office to which the proposition refers.	No.	Designation.	PRESENT SCALE.		PROPOSED SCALE.		PROPOSED BY RAI M. C. MITRA BAHADUR.	
			Pay.	Total cost.	Pay.	Total cost.	Pay.	Total cost.
1	2	3	4	5	6	7	8	9
3—Land Revenue	1	Peon ...	Rs. A. P. 12 0 0	Rs. A. P. 12 0 0	Rs. A. 12 0	Rs. A. 12 0	Rs. A. 13 0	Rs. A. 13 0
	263	Peons ...	9 0 0	2,367 0 0	12 0	3,155 0	13 0	3,419 0
	1	Duftry ...	10 0 0	10 0 0	12 0	12 0	13 0	13 0
	1	Do. ...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	2	Duftries	9 0 0	18 0 0	12 0	24 0	13 0	26 0
	6	Inkmen ...	8 0 0	48 0 0	11 0	66 0	13 0	78 0
	5	Guards ...	8 0 0	40 0 0	11 0	55 0	13 0	65 0
	1	Tabsildar	10 0 0	10 0 0	13 0	13 0	13 0	13 0
	1	Chairman	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	1	Manjhi	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	282	Total	2,532 0 0	...	3,374 0	...	3,666 0
12—Registration	18	Peons ...	9 0 0	162 0 0	12 0	216 0	13 0	234 0
	11	Guards ...	8 0 0	88 0 0	11 0	121 0	13 0	143 0
	1	Duftry	9 0 0	9 0 0	12 0	12 0	13 0	13 0
	30	Total	259 0 0	...	349 0	...	390 0

19B—Jails	...	1	Cowboy	...	8 0 0	8 0 0	11 0	11 0	13 0	13 0
23—Ecclesiastical	...	1	Bearer	...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
32—Miscellaneous	...	1	Chaukidar	...	10 0 0	10 0 0	13 0	13 0	13 0	13 0
42—Irrigation	...	2	Peons	...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
		2	Durwans	...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
		1	Manjhi	...	10 0 0	10 0 0	12 0	12 0	13 0	13 0
		5	Manjis	...	9 0 0	45 0 0	12 0	60 0	13 0	65 0
		1	Dandy	...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
		2	Bhandaries	...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
		4	Khalasis	...	11 0 0	44 0 0	12 0	48 0	13 0	52 0
		13	Do.	...	9 0 0	117 0 0	12 0	156 0	13 0	169 0
		8	Dak-runners	...	9 0 0	72 0 0	12 0	96 0	13 0	104 0
		1	Gauge-reader	...	10 0 0	10 0 0	13 0	13 0	13 0	13 0
43—Irrigation	...	2	Gauge-readers	...	9 0 0	18 0 0	12 0	24 0	13 0	26 0
		1	Engine-driver	...	12 0 0	12 0 0	15 0	15 0	13 0	13 0
		42	Total	391 0 0	...	508 0	...	546 0
		6	Dak-runners	...	9 0 0	54 0 0	12 0	72 0	13 0	78 0
45B—Public Works	...	1	Manjhi	...	9 0 0	9 0 0	12 0	12 0	13 0	13 0
		7	Total	63 0 0	...	84 0	...	91 0
		5	Peons	...	9 0 0	45 0 0	12 0	60 0	13 0	65 0
		GRAND TOTAL			...	3,317 0 0	...	4,411 0	...	4,797 0

Rs.
Extra cost per mensem ... 1,094
" " " annum ... 13,126

Menials on special rates of pay.

PRESENT SCALE.					PROPOSED SCALE.					PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Rs.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Rs. A. P.
1	2	3	4	5		6	7	8	9	10	11	12	13	
Commissioner of Police, Calcutta—	Rs.		Rs. A. P.	Rs. A. P.	Rs.			Rs. A. P.	Rs. A. P.	Rs. A. P.		Rs. A. P.	Rs. A. P.	Rs. A. P.
Record-supplier ...	15	1	15 0 0	20—4—27	1	22 10 11	22 9 0	20—4—32	1	25 3 2	25 3 2	25 3 2	
Poddar ...	15—1—20	1	18 12 0	20—4—25	1	22 1 4	22 1 4	20—4—32	1	25 3 2	25 3 2	25 3 2	
Janadar ...	12—1—15	1	14 8 9	14 8 9	15—4—19 ⁰	2	17 0 0	34 0 0	20—4—22	2	21 9 7	43 3 2	43 3 2	
Dresser ...	15—4—18	1	17 3 2	17 3 2										
Total	4	65 7 11	4	78 10 4	3	93 9 6	93 9 6	
Small Cause Court Calcutta—														
Court Overseer ...	15	1	15 0 0	20—4—32	1	25 3 2	25 3 2	20—4—32	1	25 3 2	25 3 2	25 3 2	
Registrar, Co-operative Societies—														
Record-suppliers ...	10—4—20	2	15 0 0	30 0 0	20—3—27	2	22 6 0	45 2 0	20—4—32	2	25 3 2	50 6 4	50 6 4	
Duftry ...	10—4—15	1	13 5 4	13 5 4	15—4—1	1	17 0 0	17 0 0	16—4—22	1	18 9 7	18 9 7	18 9 7	
Manjui ...	15	1	...	15 0 0	19,20,21	1	20 2 8	29 2 8	19,20,21	1	20 2 8	20 2 8	20 2 8	
Total	4	58 5 4	4	82 4 8	4	89 2 7	89 2 7	

Menials on special rates of pay—contd.

Designation.	PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.			
	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Registrar, Joint Stock Companies— Duftry and Record-supplier.	Rs. 10— $\frac{1}{2}$ —15	1	13 5 4	13 5 4	15— $\frac{1}{2}$ —19	1	17 0 0	17 0 0	Rs. 16— $\frac{1}{2}$ —22	1	18 9 7	Rs. A. P. 18 9 7
Director of Public Instruction— Record Duftries ...	10— $\frac{1}{2}$ —20	2	15 0 0	30 0 0	20— $\frac{1}{2}$ —27	2	22 9 0	45 2 0	20— $\frac{1}{2}$ —32	2	25 3 2	50 6 4
Ditto ...	10— $\frac{1}{2}$ —15	4	13 5 4	53 5 4	15— $\frac{1}{2}$ —19	4	17 0 0	68 0 0	16— $\frac{1}{2}$ —22	4	18 9 7	74 6 4
Total	6	83 5 4	6	113 2 0	6	124 12 8
Protector of Emigrants												
Duftry ...	10— $\frac{1}{2}$ —15	1	13 5 4	13 5 4	15— $\frac{1}{2}$ —19	2	17 0 0	34 0 0	16— $\frac{1}{2}$ —22	2	18 9 7	37 3 2
Durwan ...	15	1	15 0 0	2	34 0 0	2
Total	2	28 5 4	2	34 0 0	2
Director of Public Health— Record-supplier ...	15— $\frac{1}{2}$ —20	1	18 5 4	18 5 4	20— $\frac{1}{2}$ —27	1	22 9 0	22 9 0	20— $\frac{1}{2}$ —32	1	25 3 2	25 3 2
Surgeon-General with the Government of Bengal— Record-suppliers	15— $\frac{1}{2}$ —20	2	18 5 4	36 10 8	20— $\frac{1}{2}$ —27	2	22 9 0	45 2 0	20— $\frac{1}{2}$ —32	2	25 3 2	50 6 4
Duftry ...	15— $\frac{1}{2}$ —20	1	18 5 4	18 5 4	15— $\frac{1}{2}$ —19 ⁰	2	17 0 0	34 0 0	16— $\frac{1}{2}$ —22	1	18 9 7	18 9 7
Jamadar ...	12— $\frac{1}{2}$ —15	1	14 3 2	14 3 2	1	20— $\frac{1}{2}$ —22	1	21 9 7	21 9 7
Total	4	69 3 2	4	79 2 0	4	90 9 6

Collector of Customs, Chittagong— Jamadars	15	2	...	30 0 0	13-1-17	2	15 0 0	30 0 0	14-1-19	2	16 1 4	32 2 8
Carpenter	15	1	...	15 0 0	25-2-35	1	32 8 0	32 8 0	25-2-35	1	32 8 0	32 8 0
Manjhi	15	1	...	15 0 0	19-2-21	1	20 2 8	20 2 8	19-20-21	1	20 2 8	20 2 8
Total	...	4	...	60 0 0	...	4	...	82 10 8	...	4	...	84 13 4
Inspector-General of Prisons— Record-supplier ...	15-1-20	1	18 5 4	18 5 4	20-1-27	1	22 9 0	22 9 0	20-1-32	1	25 3 2	25 3 2
Dutty	10-1-15	1	13 5 4	13 5 4	15-1-19	1	17 0 0	17 0 0	16-1-22	1	18 9 7	18 9 7
Total	...	2	...	31 10 8	...	2	...	39 9 0	...	2	...	43 12 9
Inspector-General of Registration— Record-supplier ...	10-1-20	1	15 0 0	15 0 0	20-1-27	1	22 9 0	22 9 0	20-1-32	1	25 3 2	25 3 2
Ditto	10-1-15	1	13 5 4	13 5 4	15-1-19	1	17 0 0	17 0 0	16-1-22	1	18 9 7	18 9 7
Dutty in the Barisal Registra- tion Office.	15-1-18	1	17 3 2	17 3 2	13-1-17†	1	15 0 0	15 0 0	15-1-25	1	17 8 0	17 8 0
Total	...	3	...	45 8 6	...	3	...	54 9 0	...	3	...	61 4 9
Calcutta Collectorate— Book-binder	12-1-15	1	14 3 2	14 3 2	15-1-19	5	17 0 0	85 0 0	16-1-22	5	18 9 7	92 15 11
Jamadar	12-1-15	1	14 3 2	14 3 2								
Head paper sorters	12-1-15	2	14 3 2	28 6 4								
Head pressman	12-1-15	1	14 3 2	14 3 2								
Total	...	5	...	70 15 10	...	5	...	85 0 0	...	5	...	92 15 11

* Present incumbent to draw Rs. 18.
† The present incumbent to be on Rs. 16-1-19.

Menials on special rates of pay—contd.

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PRESENT SCALE.				PROPOSED SCALE.				SCALE PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Presidency Opium Godown—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Jamadar	18	1	...	18 0 0	15—1—19	2	17 0 0	34 0 0	15—1—20	2	17 8 0	35 0 0
Nailb Jamadar	14	1	...	14 0 0								
Total		2		32 0 0		2		34 0 0		2		35 0 0
Collector of Income-tax—												
Jamadar	12—1—15	1	14 8 9	14 8 9	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0	17 8 0
Legislative Department—												
Duftries	15—1—25	3	20 0 0	60 0 0	20—1—27	3	22 9 0	67 11 0	20—1—32	3	25 3 2	75 9 6
Jamadar	14—1—20	1	18 3 2	18 3 2	20—1—24	1	22 10 11	22 10 11	21—1—25	1	23 12 9	23 12 9
Total		4		72 3 2		4		90 5 11		4		99 6 3
Administrator-General and Official Trustee—												
Collecting durwan	21-8	1	...	21 8 0	20—1—30	1	24 2 8	24 2 8	20—1—32		25 3 2	25 3 2

Assistant Collecting durwan.	12	1	...	12 0 0	15-1-19	10	17 0 0	170 0 0	15-1-20	3	17 1 4	51 4 0
Durwans	5	2	...	19 0 0					20-1-22	2	21 9 7	43 3 2
Jamadar	18	1	...	18 0 0					15-1-20	4	17 8 0	70 0 0
Do.	14	1	...	14 0 0								
Duftry	16	1	...	16 0 0								
Do.	12	1	...	12 0 0								
Duftries	5.8	2	...	11 0 0								
Chapraasi	12-1-15	1	14 3 2	14 3 2					15-1-20	1	17 1 4	17 1 4
Total		11		123 11 2	11		194 2 8			11		206 11 8
Juvenile Court and House of Detention.												
Jamadar	13-1-16	1	15 8 9	15 8 9	15-1-19	1	17 0 0	17 0 0	15-1-20	1	17 1 4	17 1 4
Assistant Inspectress of Schools, 24 Parganas, Jessore and Khulna—												
Orderly	10-1-15	1	13 5 4	13 5 4	15-1-19	1	17 0 0	17 0 0	15-1-20	1	17 1 4	17 1 4
Assistant Inspectress for Muhamadan Education, Zenana work (Presidency and Burdwan Divisions)—												
Orderly	12-1-15	1	14 3 2	14 3 2	15-1-19	1	17 0 0	17 0 0	15-1-20	1	17 1 4	17 1 4
Hindu Female Training School—												
	8	3	...	24 0 0	12	3	...	36 0 0		3	...	36 0 0

Mentals on special rates of pay—contd.

PRESENT SCALE.				PROPOSED SCALE.				PROPOSED BY RAI M. C. MITRA BAHAPUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Legal Remembrancer—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Jamadar ...	14— $\frac{1}{2}$ —20	1	18 3 2	18 3 2	20— $\frac{1}{2}$ —24	1	22 12 9	22 12 9	21— $\frac{1}{2}$ —25	1	23 12 9	23 12 9
Director of Fisheries—												
Duftry ...	12— $\frac{1}{2}$ —20	1	16 8 6	16 8 6	15— $\frac{1}{2}$ —19	1	17 0 0	17 0 0	16— $\frac{1}{2}$ —22	1	18 9 7	18 9 7
Port Office, Calcutta—												
Jamadar ...	14— $\frac{1}{2}$ —20	1	18 3 2	18 3 2	15— $\frac{1}{2}$ —19	1	17 0 0	17 0 0	15— $\frac{1}{2}$ —20	1	17 1 4	17 1 4
Medical College Hospital—												
Durwans ...	14	12	...	168 0 0	15— $\frac{1}{2}$ —19	12	17 0 0	204 0 0	15— $\frac{1}{2}$ —20	12	17 1 4	205 0 0
Clothiers ...	18	2	...	36 0 0	22	2	...	44 0 0	22	3	...	66 0 0
Clothier ...	17	1	...	17 0 0	20	1	...	20 0 0				
Electric Mechanic	25	1	...	25 0 0	30	2	...	60 0 0	30	2	...	60 0 0
Native Engineer	25	1	...	25 0 0								
Total	17	...	271 0 0	...	17	...	328 0 0	...	17	...	331 0 0
Medical College—												
Duftry ...	14	1	...	14 0 0	15— $\frac{1}{2}$ —19	1	17 0 0	17 0 0	16— $\frac{1}{2}$ —22	1	18 9 7	18 9 7
Injector ...	20—1—35	1	28 12 0	28 12 0	20—1—35	1	28 12 0	28 12 0	20—1—35	1	28 12 0	28 12 0
Mistri ...	25—1—30	1	28 12 0	28 12 0	25—1—30	1	28 12 0	28 12 0	25—1—30	1	28 12 0	28 12 0
Total	3	...	71 8 0	...	3	...	74 8 0	...	3	...	76 1 7

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[illegible]

³ The present incumbent to be on Rs. 15-1-21.
⁴ The present incumbent to be on Rs. 15-1-21.
⁵ Initial pay should be adjusted so as to merge Grain Compensation Allowance.

Menials on special rates of pay—contd.

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PRESENT SCALE.					PROPOSED SCALE.					PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Campbell Medical School—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.		
Dutry	14	1	...	14 0 0	16— $\frac{1}{2}$ —22	1	18 9 7	18 9 7		
Peons	14	2	...	28 0 0	15— $\frac{1}{2}$ —19	10	17 0 0	170 0 0	15— $\frac{1}{2}$ —20	9	17 1 4	153 12 0		
Durwans	14	2	...	28 0 0										
Bearers	14	5	...	70 0 0										
Cutter	16	1	...	16 0 0	20—1—25	1	23 12 0	23 12 0	20—1—25	1	23 12 0	23 12 0		
Engine-driver	30	1	...	30 0 0	35°	1	...	36 0 0	36	1	...	36 0 0		
Total		12		186 0 0		12		229 12 0		12		232 1 7		
Bhowanipur Lunatic Asylum—														
Head-keeper	20—1—25	1	23 12 0	23 12 0	25—1—30	1	23 12 0	28 12 0	25—1—30	1	23 12 0	23 12 0		
Keepers	10—1—15	3	13 12 0	41 4 0										
Durwan	10—1—15	1	13 12 0	13 12 0	15— $\frac{1}{2}$ —19	5	17 0 0	85 0 0	15— $\frac{1}{2}$ —20	5	17 1 4	85 6 8		
Peou	10—1—12	1										
Total		6		78 12 0		6		113 12 0		6		109 2 8		
Custom House, Calcutta—														
Runnaging peons	15—18	10	16 8 0	165 0 0	15— $\frac{1}{2}$ —19	10	17 0 0	170 0 0	15— $\frac{1}{2}$ —20	10	17 1 4	170 13 4		
Total			

Agriculture Department—	15	1	...	15	13-1-17	1	15 0 0	15 0 0	16-1-22	1	18 9 7	18 9 7
Dutty	15	1	...	15	13-1-17	1	15 0 0	15 0 0	16-1-22	1	18 9 7	18 9 7
Record-supplier	10-1-15	1	13 5 4	13 5 4	18-1-25	1	20 9 0	20 9 0	20-1-32	1	25 3 2	25 3 2
Laboratory servants	15	3	...	45 0 0	20-1-30	4	26 4 0	105 0 0	20-1-30	4	26 4 0	105 0 0
Preparer	20	1	...	20 0 0	20-1-35	4	26 4 0	105 0 0	20-1-35	4	26 4 0	105 0 0
Total	...	6	...	55 5 4	...	6	...	140 9 0	...	6	...	148 12 9
Inspector-General of Police—												
Record-suppliers	15-1-20	3	18 5 4	55 0 0	20-1-27	3	22 9 0	67 11 0	20-1-32	3	25 3 2	75 9 6
Duttries	10-1-15	2	12 5 4	26 10 8	15-1-19	2	17 0 0	34 0 0	16-1-22	2	18 9 7	37 3 2
Total	...	5	...	81 10 8	...	5	...	101 11 0	...	5	...	112 12 8
Offices subordinate to the Inspector-General of Police—												
Carter	15	1	...	15 0 0	18	1	...	18 0 0	18	1	...	18 0 0
Mahut	16	2	...	32 0 0	18	2	...	36 0 0	18	2	...	36 0 0
"	14	4	...	56 0 0	16	4	...	64 0 0	16	4	...	64 0 0
Manjhi	16	1	...	16 0 0	19-20-21	1	20 2 8	20 2 8	19-20-21	1	20 2 8	20 2 8
Mallahs	13	2	...	26 0 0	14-1-18	2	16 0 0	32 0 0	14-1-19	2	16 1 4	32 2 8
Jamodars mahut	18-1-24	1	22 6 5	22 6 5	20-1-26	1	24 6 5	24 6 5	20-1-26	1	24 6 5	24 6 5

Includes Rs. 4 for Campbell Hospital.

Menials or special rates of pay—conclld.

PRESENT SCALE.					PROPOSED SCALE.					PROPOSED BY RAI M. C. MITRA BAHADUR.				
Description.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Offices subordinate to the Inspector-General of Police— <i>concl'd.</i>	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.		
Lampman ...	50 ⁰⁰	1	...	50 0 0	55	1	...	55 0 0	55	1	...	55 0 0		
Jamadar sweeper	20	1	...	20 0 0	21	1	...	21 0 0	21	1	...	21 0 0		
Sweeper ...	14	2	...	14 0 0	16	2	...	32 0 0	16	2	...	32 0 ⁰⁰		
Hospital warders	10	9	...	108 0 0	16—1—20†	9	18 0 0	162 0 0	16—1—20 Plus ward allowance of Rs. 2.	9	20 0 0 (Including ward allowance).	180 0 0		
Total ...		24		359 6 5		24		464 9 1		24		482 11 9		
Chief Engineer, Public Health Department—														
Duftry ...	10—1—15	1	13 12 0	13 12 0	15—1—19	1	17 0 0	17 0 0	16—1—22	1	18 9 7	18 9 7		
Secretariat Room—														
Record-suppliers	15—1—25	20	20 0 0	400 9 0	20—1—32	20	25 3 2	504 0 0	25—1—35—1—40	20	31 4 0	635 0 0		
Duftry ...	15—1—25	1	20 0 0	20 0 0	20—1—27	1	22 9 0	22 9 0	20—1—32	1	25 3 2	25 3 2		
Total ...		21		420 0 0		21		526 9 0		21		650 3 2		

High Court.									
Original Side—									
Jamadars	...	14—1—20	3	18 3 2	54 9 6	15—1—19‡	3	17 0 0	51 0 0
Duffries	...	15—1—25	5	20 0 0	100 0 0	20—1—27	5	22 7 0	112 3 4
Record-arrangers	...	15—1—25	6	20 0 0	120 0 0	20—1—32	6	25 3 2	151 3 2
Peons, orderlies, durwans and chaprasies.	...	10—1—12	50	11 11 9	582 11 6	15—1—19	50	17 0 0	850 0 0
Farashes	...	10—1—12	6	11 11 9	70 6 6	13—1—15	6	14 0 0	84 0 0
Total	...		70		927 11 6		70		1,249 0 6
Appellate Side—									
Duffries	...	15—1—25	11	20 0 0	220 0 0	20—1—27	11	22 9 0	248 3 9
Record-arrangers	...	15—1—25	7	20 0 0	140 0 0	20—1—32	7	25 3 2	176 6 4
Hon'ble Judges' jamadars.	...	14—1—20	15	18 3 2	273 0 0	20—1—24	15	22 12 9	342 0 0
Jamadars	...	14—1—20	3	18 3 2	54 9 6	15—1—19‡	3	17 0 0	51 0 0
Peons	...	10—1—12	108	11 11 9	1,267 5 0	15—1—19	108	17 0 0	1,836 0 0
Total	...		144		1,954 14 6		144		2,653 10 1
Official Recorder—									
Duffry	...	15—1—25	1	20 0 0	20 0 0	21—1—27	1	22 9 0	22 9 9
Peons	...	10—1—12	3	11 11 9	35 3 3	15—1—19	3	17 0 0	51 0 0
Total	...		4	...	55 3 3	...	4	...	73 9 0

* Pay Rs. 22 as lampman and allowance of Rs. 28 for driving motor lorry.

† Ward allowance to cease.

‡ The present incumbents will draw Rs. 15—1—31.

64 12 9

125 15 10

187 8 0

854 2 8

1,232 7 3

277 2 10

215 12 0

356 15 3

64 12 9

1,845 0 0

2,762 10 10

22 9 0

52 4 0

74 13 0

Public Works Department additional classes of Menials.

PRESENT SCALE.					PROPOSED SCALE.					PROPOSED BY RAI M. C. MITRA BAHADUR.			
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	
1	-2	3	4	5	6	7	8	9	10	11	12	13	
Superintending Engineer, Eastern Circle—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	
Duftry ...	15	1	...	15 0 0	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0	17 8 0	
Superintending Engineer, South-Western Circle—													
Record-supplier ...	12—1—15	1	14 3 2	14 3 2	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0	17 8 0	
Duftry ...	12—1—15	3	14 3 2	42 9 6	15—1—19	3	17 0 0	51 0 0	15—1—20	3	17 8 0	52 8 0	
Total ...		4		56 12 8		4		68 0 0		4		70 0 0	
Superintending Engineer, Presidency Circle—													
Record-supplier ...	12—1—15	1	14 3 2	14 3 2	15—1—19	1	17 0 0	17 0 0	15—1—22	6	18 9 7	111 9 6	
Duftries ...	12—1—15	5	14 3 2	71 0 0	15—1—19	5	17 0 0	85 0 0		6		111 9 6	
Total ...		6		85 3 2		6		102 0 0					
Superintending Engineer, Central Circle—													
Record-supplier ...	12—1—15	1	14 3 2	14 3 2	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0	17 8 0	
Duftry ...	12—1—15	1	14 3 2	14 3 2	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0	17 8 0	
Total ...		2		28 6 4		2		34 0 0		2		35 0 0	

	12-15	14 6 4	14 6 4	13-1-17	15 0 0	15 0 0	20-1-22	21 8 6	21 8 6
Commissioner, Burdwan Division—									
Jamadar ...	1	14 6 4	14 6 4	13-1-17	1	15 0 0	15 0 0	20-1-22	1
Weaving School, Serampore—									
Foreman for the dyeing class.	20 1	...	20 0 0	25 1	25 0 0	25 0 0	25 0 0	...	25 0 0
Bandel Circuit-house—									
Bearer ...	16 1	...	16 0 0	13-1-17	1	15 0 0	15 0 0	14-1-19	1
Collector, Bakarganj—									
Manjhi ...	18 1	...	18 0 0	19-20-21	1	20 2 8	20 2 8	19-20-21	1
Boatmen ...	13 2	...	26 0 0	14-1-18	3	16 0 0	48 0 0	14-1-19	3
Do. ...	14 1	...	14 0 0						
Total ...	4		58 0 0		4		68 2 8		4
Deputy Commissioner, Chittagong Hill Tracts—									
Armourer ...	20 1	...	20 0 0	25-1-30	1	27 1 4	27 1 4	25-1-30	1
Circuit-house bearer at Chittagong.	15 1	...	15 0 0	13-1-17	1	15 0 0	15 0 0	14-1-19	1
Collector, Tippera—									
Manjhi ...	15 1	...	15 0 0	19-20-21	1	20-2-8	20 2 8	19-20-21	1

Public Works Department additional classes of menials—*contd.*

PRESENT SCALE.					PROPOSED SCALE.					PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Collector, Noakhali—	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.		
Manjhi ...	14 1	1	...	14 0 0	19—20—21	1	20 2 8	20 2 8	19—20—21	1	20 2 8	20 2 8		
Deputy Commissioner, Darjeeling—														
Literate duftry ...	15 1	1	...	15 0 0	15—1—19	1	17 0 0	17 0 0	15—1—20	1	17 8 0	17 8 0		
Commissioner, Presidency Division—														
Jamadars ...	12—1—15	2	14 0 0	28 0 0	15—1—19	3	17 0 0	51 0 0	20—1—22	2	21 9 7	43 3 2		
Duftry ...	10—1—15	1	13 5 4	13 5 4					16—1—22	1	18 9 7	18 9 7		
Total ...		3		41 5 4		3		51 0 0		3		61 12 9		
Orderlies of Assistant Inspectresses of Schools and of Inspectress of Schools, Dacca Circle.	12—1—15	11	14 3 2	156 2 10	15—1—19	4	17 0 0	68 0 0	15—1—20	11	17 1 4	187 11 8		
					13—1—17	7	15 0 0	105 0 0						
						11		173 0 0		11		187 14 8		

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Principal, Bengal Veterinary College.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	12	13
Rs.			Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.	Rs.		Rs. A. P.	Rs. A. P.
Bearer ...	16 1	1	...	16	15-1-19	1	17	17	15-1-20	1	17 1 4	17 1 4

Director of Surveys—Special Classes of menials or Inferior Technical Establishment.

Office—	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.
Poddars	15—1—20	2	18 12 0	37 8 0	20—1—25	2	22 1 4	44 2 8	20—1—32	2	25 3 2	50 6 4
Traverse Sections—												
Tindals	20	14	...	280 0 0	20	14	...	280 0 9	20	14	...	280 0 0
Do.	18	10	...	180 0 0	18	10	...	180 0 0	18	10	...	180 0 0
Do.	15	15	...	225 0 0	15	15	...	225 0 0	15	15	...	225 0 0
Malis	13	15	...	195 0 0	13	15	...	195 0 0	13	15	...	195 0 0
Total		56		880 0 0		54		880 0 0		56		930 6 4
Drawing Office —												
Pressmen	11	4	...	44 0 0								
Grainer	12	1	...	12 0 0								
Do.	11	3	...	33 0 0								
Forme carriers	11	6	...	66 0 0								
Polishman	11	4	...	44 0 0								
Coater	12	1	...	12 0 0	14—15— Nil to 14 2 —30	25	20 6 4	510 0 0	14—15— Nil to 14 2 —30	25	20 6 4	510 0 0
Do.	11	2	...	11 0 0								
Time-keeper	12	1	...	12 0 0								
Gunners	11	1	...	22 0 0								
Inkman	12	1	...	12 0 0								
Do.	11	1	...	11 0 0								
Mistri	40	1	...	40 0 0	40—1—45	1	43 12 0	43 12 0	40—1—45	1	43 12 0	43 12 0
Total		26		319 0 0		26		553 12 0		26		553 12 0
GRAND TOTAL		82		1,236 8 0		82		1,477 14 8				1,484 2 4

* Efficiencies bar at Rs. 25. Probationary Rate Rs. 14.

Government Gardens, Calcutta.

PRESENT SCALE.					PROPOSED SCALE.					PROPOSED BY RAI M. C. MITRA BARADAR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Eden Garden, Calcutta— Head Mali	55	1	...	55 0 0	50—2—70	1	63 5 4	63 5 4	50—2—70	1	63 5 4	63 5 4		
Mali	23	1	...	23 0 0	25—1—40	1	33 12 0	33 12 0	25—1—40	1	33 12 0	33 12 0		
Mate	15	1	...	15 0 0	20	1	...	20 0 0	20	1	...	20 0 0		
Do.	12	1	...	12 0 0	15	1	...	15 0 0	15	1	...	15 0 0		
Sarkar	20	1	...	20 0 0	20—1—30	1	26 10 8	26 10 8	20—1—30	1	26 10 8	26 10 8		
Dalhousie Square Garden—Mali.	20	1	...	20 0 0	20—1—25	1	23 5 4	23 5 4	20—1—25	1	23 5 4	23 5 4		
Curzon Garden— Mali.	20	1	...	20 0 0	20—1—25	1	23 5 4	23 5 4	20—1—25	1	23 5 4	23 5 4		
Total	...	7	...	135 0 0	...	7	...	205 6 8	...	7	...	205 6 8		

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Lloyd Botanic Garden, Darjeeling.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Sardar	25	1	...	25 0 0	30—1—40	1	36 10 8	36 10 8	30—1—40	1	36 10 8	36 10 8
Blacksmith	16	1	...	16 0 0	25—1—30	1	28 12 0	28 12 0	25—1—30	1	28 12 0	28 12 0
Durwans	10	4	...	40 0 0	15—1—19	4	17 0 0	68 0 0	15—1—20	4	17 1 4	68 5 4
Seedhouse boy	10	1	...	10 0 0	13	1	...	13 0 0	13	1	...	13 0 0
Carpenter	24	1	...	24 0 0	30—1—40	1	36 10 8	36 10 8	30—1—40	1	36 10 8	36 10 8
Chowkidar	13	1	...	13 0 0	16	1	...	16 0 0	16	1	...	16 0 0
Head Mali	18	1	...	18 0 0	25—1—30	1	28 12 0	28 12 0	25—1—30	1	28 12 0	28 12 0

2nd	...	12	1	...	12	0	0	...	15	1	...	15	0	0
3rd	...	10	1	...	10	0	0	...	13	1	...	13	0	0
Total	...	12	12	...	168	0	0	...	255	13	4	258	2	8

Cinchona Plantation, Mungpoo.

	Rs.	Rs.	Rs.	Rs. A. P.	Rs. A.	Rs.	Rs. A. P.	Rs. A. P.
Blacksmith	18	1	18	1	28 12 0	25—1—30	1	28 12 0
Carpenter	29	1	29					
Do. ...	27	1	27	3	36 10 8	30—1—40	3	36 10 8
Do. ...	19	1	19					
Malis	12	3	36	3	...	15	3	...
Do. ...	11	2	22	2	28 0	14	2	...
Do. ...	10	1	10	1	...	13	1	...
Chapras	13	1	13	1	17 0 0	15—1—19	1	17 1 4
Total	11	174	11	11	241 12	11	11	241 13 4

Private Secretary to Governor.

	Rs.	Rs. A. P.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Jamadar	20	1	...	20 0 0	25	1	...	25	1	25 0 0
Duttry ...	15 1/2-25	1	20 0 0	20 0 0	20-1/2-27	1	22 9 0	20-1/2-32	1	25 3 2
Chaprasai	13-8	3	...	40 8 0	16-1/2-21	3	18 1 4	16-1/2-21	3	54 4 0
Office peon	12	2	...	24 0 0	} 13-1/2-18	4	15 1 4	15-1/2-20	4	68 5 4
Ditto	11	2	...	22 0 0						
Total	...	9	...	126 8 0		9			9	172 12 6

Menials get free quarters.

Military Secretary to Governor.

PRESENT SCALE.				PROPOSED SCALE.				PROPOSED BY RAI M. C. MITRA BAHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
1	2	3	4	5	6	7	8	9	10	11	14	13
Jamadar	Rs. 30	1	...	Rs. A. P. 30 0 0	Rs. 35	1	...	Rs. A. P. 35 0 0	Rs. 35	1	...	Rs. A. P. 35 0 0
Daftry ...	15-1-25	1	21 10 8	21 10 8	20-1-27	2	22 9 0	45 2 0	20-1-32	2	25 3 2	50 6 4
Do. ...	15-1-20	1	18 12 0	18 12 0								
Naib jamadar	25	1	...	25 0 0	30	1	...	30 0 0	30	1	...	30 0 0
Ditto	20	1	...	20 0 0	25	1	...	25 0 0	25	1	...	25 0 0
Chobdars	15	2	...	30 0 0	16-1-21	15	18 1 4	271 4 0	16-1-21	15	18 1 4	271 4 0
Chapra-i	13-3	13	...	175 8 0								
Messengers	10	4	...	40 0 0	13-1-18	4	15 1 4	60 5 4	15-1-20	4	17 1 4	68 5 4
Total		24		360 0 0		24		446 11 4		24		479 15 8

Mentals get free quarters.

Superintendent, Governor's Estate.

Designation.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.	Rs.	No.	Average.	Total.
Head Mali	50	1	...	50 0 0	55	1	...	55 0 0	55	1	...	55 0 0
Second Mali	20	1	...	20 0 0	25	1	...	25 0 0	25	1	...	25 0 0
Chowkidar	12	1	...	12 0 0	13-1-18	1	15 1 4	15 1 4	15-1-20	1	17 1 4	17 1 4
Duffry ...	12-1-15	1	14 3 2	14 3 2	20-1-27	1	22 9 0	22 9 0	20-1-27	1	22 9 0	22 9 0
Office peons	14	3	...	33 0 0	13-1-18	3	15 1 4	45 4 0	15-1-20	3	17 1 4	51 4 0
Blacksmith	30	1	...	30 0 0	35	1	...	35 0 0	35	1	...	35 0 0

	12 1	...	12 0 0	13—1—18	15 1 4	15 1 4	15 1 4	15—1—20	1	17 1 4	17 1 4
Burkandaz and peon ...	12 1	...	12 0 0	13—1—18	15 1 4	15 1 4	15 1 4	15—1—20	1	17 1 4	17 1 4
House bearer ...	18 1	...	18 0 0	22—8	...	22 8 0	22 8 0	22—8	1	...	22 8 0
Hon e khalasi ...	11 1	...	11 0 0	13—1—18	15 1 4	30 2 8	30 2 8	15—1—20	2	17 1 4	34 2 8
Ditto ...	10 1	...	10 0 0		15 1 4	30 2 8	30 2 8	15—1—20	2	17 1 4	34 2 8
Total ...	12		210 3 2			265 10 4	265 10 4		12		279 10 4

Manials re: free quarters. .

Imperial Serologist.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Poins ...	10	7	70 0 0	15-1-19	7	17 0 0	119 0 0
Sweeper	10	1	10 0 0	13	1	...	13 0 0
Total	...	8	80 0 0	...	8	...	132 9 4

Commissioner of Exolse and Salt, Bengal.

BOAT ESTABLISHMENT.		Rs	Rs.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
B Districts—										
Manjhis	...	18 3	...	51 0 0	19—20—21 17	20 2 8	342 13 4	19—20—21 17	20 2 8	342 13 4
Do.	...	17 5	...	85 0 0						
Do.	...	16 8	...	128 0 0						
Do.	...	15 1	...	15 0 0						
Total		17	...	282 0 0						

Office establishment—									
Record-feeders	...	20	2	...	40 0 0	20—1—27	2	22 9 0	45 2 0
Duftry	...	15	1	...	15 0 0	15—1—19	2	17 0 0	34 0 0
Do.	...	12	1	...	12 0 0	16—1—22	2
Total	...	4	4	...	67 0 0	...	4	79 2 0	...
Ordinary menials—									
Peons	...	12	110	...	1,320 0 0
Do.	...	11	292	...	3,212 0 0	14—1—18	966	16 0 0	15,456 0 0
Do.	...	10	564	...	5,640 0 0
Total	...	966	966	...	10,172 0 0	17,774 10 0 ²	17,554 8 2
GRAND TOTAL	11,958 0 0	17,959 10 0	17,897 5 6
Total for the whole list.	21,234 13 11	29,946 1 9	30,710 3 5

* Rs. 185 for men at Calcutta, Howrah Sadar, Alipore and in Darjeeling.

Rs. A. P.

Extra cost per manum ... 8,711 3 10
" " " annum ... 1,04,634 14 0

Launch Establishment.

I agree with my colleagues.

Record-suppliers, Duftries and Jamadars in Secretariat.

Chief Secretary's Office.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Record-suppliers	15—1—25	10	20 0 0	20—1—32	10	25 3 2	25—1—35—1—10 ⁴	31 4 0	312 8 0
Duftries	15—1—25	2	20 0 0	20—1—27	2	22 9 0	20—1—32	25 3 2	50 6 4
Jamadar	14—1—20	1	18 3 2	20—1—24	1	22 12 9	21—1—25	23 12 9	23 12 9
Total	...	13	253 3 2	...	13	386 11 1

Finance Department.

PRESENT SCALE.					PROPOSED SCALE.					PROPOSED BY RAI M. C. MITRA BHADUR.				
Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.		
1	2	3	4	5	6	7	8	9	10	11	12	13		
Record-suppliers	Rs. 15-1-25	9	Rs. A. P. 20 0 0	Rs. A. P. 180 0 0	Rs. 20-1-32	9	Rs. A. P. 25 3 2	Rs. A. P. 226 12 6	Rs. 25-1-35-1-40	9	Rs. A. P. 31 4 0	Rs. A. P. 281 4 0		
Dutries	15-1-25	2	20 0 0	40 0 0	20-1-27	2	22 9 0	45 2 0	20-1-32	2	25 3 2	50 6 4		
Jamadar	14-1-20	1	18 3 2	18 3 2	20-1-24	1	22 12 9	22 12 9	21-1-25	1	23 12 9	23 12 9		
Total		12		238 3 2		12		294 11 3		12		355 7 1		

Executive Council.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Member's jamadars	Rs. 15-1-20	4	Rs. A. P. 18 12 0	Rs. A. P. 75 0 0	Rs. 20-1-24	7	Rs. A. P. 22 12 9	Rs. A. P. 159 9 3	Rs. 21-1-25	7	Rs. A. P. 23 12 9	Rs. A. P. 166 9 3
Minister's jamadars	15-1-20	3	18 12 0	56 4 0								
Total		7		131 4 0								

Local-Self Government and Education Department.

Designation.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.	Pay.	No.	Average.	Total.
Record-suppliers	Rs. 15-1-25	9	Rs. A. P. 20 0 0	Rs. A. P. 180 0 0	Rs. 20-1-32	9	Rs. A. P. 25 3 2	Rs. A. P. 226 12 6	Rs. 25-1-35-1-40	9	Rs. A. P. 31 4 0	Rs. A. P. 281 4 0
Dutries	15-1-25	2	20 0 0	40 0 0	20-1-27	2	22 9 0	45 2 0	20-1-32	2	25 3 2	50 6 4
Jamadar	14-1-20	1	18 3 2	18 3 2	20-1-24	1	22 12 9	22 12 9	21-1-25	1	23 12 9	23 12 9
Total		12		238 3 2		12		294 11 3		12		355 7 1

Revenue Department.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Record-suppliers	15-1-25	4	20 0 0	20-1-32	4	25 3 2	25-1-35-1-40	4	31 4 0
Dutries	15-1-25	2	20 0 1	20-1-27	2	22 9 0	20-1-32	2	25 3 2
Jamadar	14-1-20	1	18 3 2	20-1-24	1	22 12 9	21-1-25	1	23 12 9
Total	7		138 3 2	7		168 11 5	7		199 3 1

Department of Agriculture and Industry.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Record-suppliers	15-1-25	2	20 0 0	20-1-32	2	25 3 2	25-1-35-1-40	2	31 4 0
Dutries	15-1-25	2	20 0 0	20-1-27	2	22 9 0	20-1-32	2	25 3 2
Jamadar	14-1-20	1	18 3 2	20-1-24	1	22 12 9	21-1-25	1	23 12 9
Total	5		98 3 2	5		118 5 1	5		136 11 1

Public Works Department.

	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.	Rs.	Rs. A. P.	Rs. A. P.
Record-suppliers	15-1-25	8	20 0 0	20-1-32	8	25 3 2	25-1-35-1-40	8	31 4 0
Dutries	15-1-25	5	20 0 0	20-1-27	5	22 9 0	20-1-32	5	25 3 2
Jamadars	14-1-20	2	18 3 2	20-1-24	2	22 12 9	21-1-25	2	23 12 9
Total	15		296 6 4	15		359 15 10	15		423 9 4
GRAND TOTAL	71		1,398 10 2	71		1,715 14 6	71		2,023 10 0

Rs. A. P.
Extra cost per annum ... 317 4 4
" " annum ... 3,307 4 0

Sadar Treasury, Sub-Treasury and Khas Mohal Poddars

I agree with my colleagues.

